The MORTGAGE-Centre
Discount Rates — Page 6

CAUT ACPPU
BULLETIN

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Canada-Wide Days of Action

Students Turn Up Heat in Funding Fight

THE CANADIAN FEDERATION of Students (CFS) will launch its Canada-wide "Days of Action" Oct. 13 to 16 to protest skyrocketing tuition fees.

"It is a national disgrace that students are starting another fall term with among the highest fees and debt loads in the world," said Elizabeth Carlyle, CFS chairperson, in announcing the protest.

A recent Statistics Canada report shows that after fee increases of 88 per cent since 1990, fees continue to rise substantially in 1998-99. The federation has demanded the federal and provincial governments reinvest funds in post-secondary education and freeze fees from coast to coast.

Undergraduate arts students faced an average 6.9 per cent increase in tuition, bringing tuition fees to an average $3,197 across Canada. Ontario students were the hardest hit with an increase of 9.2 per cent, for an average tuition fee of $3,564.

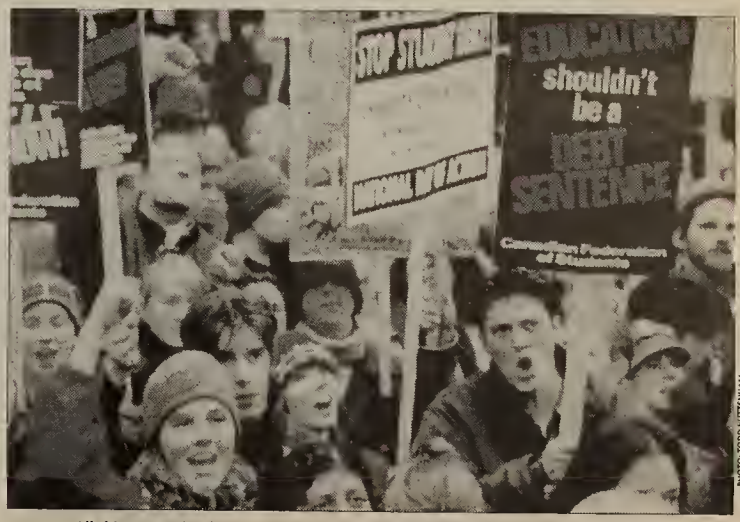
January 1998 — Students fighting for fair fees.

Nova Scotia still has the distinction of having the highest average in the country at $3,903, while Quebec has the lowest $1,726 (no increase). The average tuition in British Columbia rose by only 0.7 per cent, the smallest increase in all of the provinces.

Graduate students were even harder hit with an average increase of 9.3 per cent, and now face annual fees of $3,287. Greatest increases occurred in Nova Scotia and Ontario with tuition fees of $5,049 and $4,224 respectively.

Students also face massive increases for professional graduate programs including the MBA or Executive MBA at Queen's, Simon Fraser, Toronto and Ottawa due to deregulation and full cost recovery policies. Students in all provinces also face increases in ancillary fees.

According to the federation, average student debt has increased almost 200 per cent from eight years ago. All things considered — tuition, fees, board and books — an undergraduate degree now costs $25,000 ($8,600 in 1990). College students aren't faring any better, says the Ontario Community College Student Parliamentary Association. College students graduating from a two-year program have an average debt of $14,000.



— PHOTO: TODD LUTTENHAM —

Almost half of all full-time post-secondary students must borrow funds to go to school. The

See STUDENTS... Page 6 ☞

University of Manitoba

Impasse Could Lead to Strike Vote

BY JAY GOLDSTEIN

MEMBERS OF THE UNIversity of Manitoba Faculty Association (UMFA) have voted overwhelmingly to authorize a strike vote if there is an impasse in negotiations 14 days after the resumption of collective bargaining.

This vote — taken at a special meeting on Sept. 24 — reflected the frustration of the membership that little headway had been made after nearly seven months of contract negotiations with a new administration.

Bargaining over a new contract began in February 1998, with the contract expiring on Mar. 31. UMFA brought to the table a number of bargaining priorities, including improvements to salaries and benefits, a retirement incentive plan tied to a renewal strategy, better protection of intellectual property rights; and new articles on performance indicators (PIs), evaluation of members, teaching and technology, and release time for association officers.

The new article on PIs was a major initiative of the association. As attempts to measure quantitatively an organization's effectiveness, performance indicators are highly variable in their validity, usefulness, and fairness.

The Manitoba government's Council on Post-Secondary Educa-

See IMPASSE... Page 3 ☞

Les étudiants revendiquent une meilleure aide financière

LA FÉDÉRATION CANADIENNE des étudiantes et étudiants lance une semaine d'action pancanadienne, du 13 au 16 octobre, pour protester contre les frais de scolarité qui montent en flèche. «C'est la courte honte de notre pays que ses étudiants doivent commencer une nouvelle session d'automne chargés de frais de scolarité et d'un fardeau d'endettement parmi les plus lourds au monde», a déclaré Elizabeth Carlyle, présidente de la Fédération.

Un rapport récent de Statistique Canada révèle que les frais de scolarité ont continué à augmenter considérablement en 1998-1999 après une hausse de 88 p. 100 en 1990. La Fédération a demandé que les gouvernements fédéral et provinciaux réinvestissent des fonds dans l'enseignement postsecondaire et gèlent les frais de scolarité à la grandeur du pays.

Les étudiants en arts du premier cycle font face à une hausse moyenne de 6,9 p. 100 des frais de scolarité, s'élevant en moyenne à 3 197 $ dans l'ensemble du pays. Les étudiants de l'Ontario sont les plus durement touchés avec une hausse de 9,2 p. 100 des frais de scolarité, les portant en moyenne à 3 564 $. La Nouvelle-Écosse continue de se distinguer en ayant les frais de scolarité les plus élevés en moyenne au pays, lesquels s'élèvent à 3 903 $. D'autre part, le Québec maintient la moyenne la moins élevée, soit 1 726 $ (aucune hausse). La moyenne des frais de scolarité en Colombie-Britannique a connu une faible hausse de 0,7 p. 100 seulement, soit la moins élevée de toutes les provinces.

Les étudiants des 2e et 3e cycles ont connu une hausse de leurs frais de scolarité annuels encore plus importante. Ils passent en effet à 3 287 $, soit une augmentation moyenne de 9,3 p. 100. La Nouvelle-Écosse et l'Ontario remporteront la palme avec des augmentations qui portent les frais de scolarité à 5 049 $ et 4 224 $ respectivement. Les étudiants des programmes professionnels, dont le MBA ou le programme MBA pour les gens d'affaires font également face à des hausses sensibles attribuables à la déréglementation et aux politiques de recouvrement des

Voir REVENDICATIONS... à la page 4 ☞

INSIDE ■ À L'INTÉRIEUR

CAUT Fellowship Awarded 2

Exposing the Academic Identity 7

Ethics Debate at SFU 24

Cri d'alarme des universités au Québec 4

Digital Diploma Mills 5

Universities in Peril 8

Classifieds 9

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Academic whistle-blower's lot is not a happy one

Your September 1998 issue raises a concern which is all the more serious as the media are reporting Health Canada to be embroiled in similar problems. Researchers are the only people qualified to test medical procedures and drugs, and their willingness to blow the whistle safeguards the health of Canadians.

As your report of the case of Dr. Nancy Olivieri shows, a whistle-blower's lot is not a happy one. If the treatment meted out is sufficiently intimidating, will the willingness to speak out be impaired? Successful infringement or suppression of academic freedom may be dangerous to the health of Canadians.

Academic whistle-blowing protects the interests of Canadians not only in the medical field. The quality of the university education for which Canadians incur increasing costs and debt loads can be safeguarded only if the infringement or suppression of academic freedom does not succeed in silencing those who should speak out.

MARTHA HUSAIN & MURRAY MILES
Philosophy, Brock University

Van Nguyen-Marshall named as J.H. Stewart Reid Fellow.

PhD Fellowship Awarded

THE SELECTION COMMITTEE FOR THE J.H. STEWART Reid Memorial Fellowship is pleased to announce that Van Nguyen-Marshall has been awarded the Fellowship for 1998-99. Ms. Nguyen-Marshall is a PhD student at the University of British Columbia, where she obtained her MA degree in history. Her field of study is Vietnamese history. Her PhD dissertation "Poverty and Poverty Relief in Northern Vietnam (1883-1945)" will focus on the perceptions of poverty and practices of poverty relief during the period of French colonialism in Vietnam's history. Ms. Nguyen-Marshall hopes to make teaching and researching Southeast Asian history her life's career.

The J.H. Stewart Reid Memorial fellowship was established by CAUT to honour the memory of the first executive secretary of the association.The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

La Bourse J. H. Stewart Reid

LE COMITÉ DE SÉLECTION DE LA BOURSE COMMÉMORative J. H. Stewart Reid est heureux d'annoncer que la bourse de 1998-1999 a été décernée à M^me^ Van Nguyen-Marshall. M^me^ Nguyen-Marshall est étudiante au doctorat à l'Université de la Colombie-Britannique. Elle se spécialise dans l'étude de l'histoire du Viêt-Nam. Elle rédige présentement sa thèse qui s'intitule *Poverty and Poverty Relief in Northern Vietnam (1883-1945)* et qui porte sur les perceptions de la pauvreté et les pratiques de secours contre la pauvreté à l'époque du colonialisme français au Viêt-Nam. M^me^ Nguyen-Marshall espère faire carrière dans l'enseignement et dans la recherche sur l'histoire de l'Asie du Sud-Est.

L'ACPPU a créé la Bourse commémorative J. H. Stewart Reid pour honorer la mémoire du premier secrétaire général de l'association. D'une valeur de 5 000 $, la bourse est offerte aux citoyens canadiens ou aux résidents permanents du Canada qui font leur doctorat dans une université canadienne. ■

UPCOMING

Grievance/Arbitration Conference

Join CAUT lawyers and collective bargaining officers on Jan. 29 - 31, 1999, at CAUT's next grievance/arbitration conference. Location: Château Laurier Hotel, Ottawa.

Hands-on sessions will deal with: Timeliness — What can we do when the grievor misses a deadline? Evaluating the Grievance — When can a faculty association refuse to carry a grievance? Member vs. Member Disputes — What role for the faculty association? Threatening Behaviour by the Grievor — Do we alert the authorities? Settlements — How do we change a sow's ear into a silk purse? There will be a preconference session on the afternoon of Jan. 29 for newcomers to grievance and arbitration issues.

Space is limited. Please contact Nancy Gordon for information. Tel: 613-820-2270; Fax: 613-820-7244; Email: ngordon@caut.ca.

■

Series of Public Meetings to Clarify MAI Mission

To increase public awareness about the Multilateral Agreement on Investment (MAI), a national coalition of organizations led by the Council of Canadians and the Canadian Labour Congress are holding public meetings across Canada. This "MAI Inquiry" will be headed by a number of national commissioners, including Bishop Remi De Roo, Warren Allmend, Maude Barlow, David Suzuki, Ovide Mercredi, former United Church moderator Lois Wilson, Carol Shields and R.H. Thompson. Upcoming Inquiry dates are listed below. All events are free and open to the public.

Montreal — Oct. 14 — 7pm
Auditorium, Frank Dawson Adams Building
3450 University St., McGill University

Montreal — Oct. 17 — 1:30pm
Room 232, Leacock Building, McGill University

Winnipeg — Nov. 10 — 7pm - 10pm
Provencher Room, Fort Garry

Winnipeg — Nov. 12 — 9am - 10pm
Room 254, Manitoba Legislature Building

Saskatoon — Nov. 13 — 9am - 5pm
St. Joseph's Parish Hall, 1006 Broadway Ave.

Edmonton — Nov. 14 — 12:30pm - 3pm
Venue to be Announced

Halifax — Nov. 28 — 9am - 8pm
Auditorium, Seton Academic Centre
166 Bedford Hwy., Mt. St. Vincent University

Halifax — Nov. 28 — Evening
Time and Venue to be Announced

For information about the MAI Inquiry process, contact: Anna Dashtgard, MAI Campaign Officer, Council of Canadians, 502 - 151 Slater Street, Ottawa, Ontario K1P 5H3; Toll free: 1-800-387-7177; Fax: 613-233-6776; Email: adashtgard@canadians.org.

Impasse Could Lead to Strike Vote

FROM PAGE 1

tion has discussed using PIs. UMFA's proposed article on PIs provides that they cannot be used to circumvent members' rights under the discontinuance article of our contract, and establishes grievance rights.

The administration proposed a three-year contract with fewer protections of intellectual property, a wage freeze, fewer standardized salary increases, more discretionary salary increases, a total of eight days without pay, and one fundamental change to the terms and conditions of employment of UMFA members — a compulsory retirement provision.

The administration proposed that compulsory retirement would begin at age 69 and drop to age 65 over the life of the contract.

Although the human rights code of Manitoba prohibits compulsory retirement, in 1996 the provincial government (at the request of the previous University of Manitoba administration) passed legislation enabling the negotiation of a retirement age for academic staff at the university. This legislation made the academic staff at the University of Manitoba the only employees in the province who could be subject to compulsory retirement, if we negotiated it.

On the advice of legal counsel, the association argued it could not bargain compulsory retirement for current members because to do so would violate the vested rights of those who had made personal and professional decisions on the assumption they could choose their retirement age.

If members' vested rights could be interfered with, there would have to be compelling reasons for doing so. Even so, if the association violated members' rights, it could be sued for lost wages by members forced to retire and could face damages in the millions of dollars.

The association expressed an additional concern — that compulsory retirement would be particularly disadvantageous to female members, whose careers typically begin later than their male colleagues.

The initial response of the membership to the administration's opening financial offer was one of indignation. Opinions about compulsory retirement were mixed. Many members were unconditionally opposed to it. Others said that they might consider the idea if those who were forced to retire would be replaced.

During the summer, the association's team modified many of our proposals in response to administration concerns. Ultimately, however, we were told that none of the new articles we had proposed ever would be acceptable. After a hiatus of several weeks, bargaining resumed in the presence of a conciliator.

At the end of August the administration announced they had filed an unfair labour practice charge against the association (something they had been threatening to do since March).

The administration claimed the association's position on compulsory retirement was the obstacle to getting a new contract. The association responded to the charge, and the Labour Board will begin hearing the case on Oct. 16.

On Sept. 4, the administration tabled a new proposal rejecting almost all of the new articles UMFA had proposed. There were only two major changes. First, they improved their financial offer, abolishing days without pay, reinstating standardized increases, and offering scale increases of zero, one, and two per cent over three years.

Second, they pegged compulsory retirement to the age (currently 69) at which federal law requires individuals to start receiving pension monies. The administration told the media they had addressed all of UMFA's concerns and there should be a quick settlement of the contract.

On Sept. 10 the association's Board of Representatives declared the administration's latest offer was unacceptable because it did not address our bargaining priorities. On Sept. 22, the association's board expressed its continued opposition to compulsory retirement.

On Sept. 24, a special general meeting of the membership passed five motions by very wide margins:

1) the administration's latest proposal was unacceptable;

2) the association's bargaining priorities were reaffirmed;

3) approval was given to offering the administration a loan of up to $1 million from our strike fund to cover the start-up costs of a retirement incentive plan;

4) compulsory retirement was rejected because it would deprive members of a human right enjoyed by all citizens of Manitoba; and

5) a strike vote was authorized if there was an impasse 14 days after the resumption of bargaining.

Bargaining resumed on Sept. 29, with the association handing over a new comprehensive proposal for a three-year contract. The next bargaining session is scheduled for Oct. 7, at which time a response from the administration is expected. The countdown has begun. It remains to be seen if the administration will take seriously the memberships' strong show of support for the association's positions and move quickly to a negotiated settlement. ■

(Jay Goldstein is President of the University of Manitoba Faculty Association.)

BARGAINING IN BRIEF

UNBC Faculty Ratify Second Collective Agreement

Earlier this summer, after a month of intensive bargaining, the University of Northern British Columbia Faculty Association reached an accord with the board of governors on their second collective agreement. Members of the faculty association voted 87 per cent in favour of the new contract, which is effective from July 1, 1998 to June 30, 2001. Highlights include a 1 per cent wage increase after 20 months, a 1.5 per cent lump sum in the third year, and a new method of calculating teaching workload (by contact hour). Other terms of the new agreement feature improved job security for contract instructors who have been employed at UNBC for four years, a streamlined complaint and grievance procedure, improvement to the promotion and tenure process, and inclusion of both lab instructors and regional chairs.

■

OLRB Ruling Establishes One Bargaining Unit at Western

The Ontario Labour Relations Board handed down its decision on May 26 ruling in favour of the University of Western Ontario Faculty Association that full-time and part-time faculty should be in a single bargaining unit. As reported in the April issue of the *Bulletin*, full-time and part-time faculty at the University of Western Ontario voted 65 per cent in favour of certification. With the newly ascertained trade union status the parties were left to resolve whether or not full-time and part-time faculty should form a single bargaining unit or two separate units.

In its recent decision, the Labour Board stated that "Although the job expectations of the full-time faculty and those of the faculty with limited duties are different, and that the faculty with limited duties are not required or expected to do research and administrative work, they have in common an interest in academic work and scholarship and, to all intents and purposes, together they are distinctive from other categories of university employees in that they are responsible for the academic program which must be completed by students. There is more that binds the two categories of faculty than separates them."

Negotiations for a first collective agreement between the newly certified UWOFA and the University of Western Ontario Board of Governors are under way.

■

University of Waterloo Faculty to Vote on Rand Formula

The Memorandum of Agreement ratified by the Faculty Association of the University of Waterloo and the board of governors this past May and June contained a proposal to introduce a Rand Formula at the University of Waterloo. At present approximately 63% of the faculty at the university are dues-paying members of the faculty association. Whatever costs are incurred by the faculty association in representing the interests of all faculty members are borne only by those who (voluntarily) pay membership dues. Under the Rand Formula, faculty who do not wish to become faculty association members will pay an amount equivalent to membership dues. Faculty members are being asked to vote by Oct. 15 on the issue of the Rand Formula.

■

University of Ottawa Professors Ratify Three-Year Agreement

On Sept. 8, members of the Association of Professors of the University of Ottawa ratified a three-year agreement which will expire in 2001. The settlement includes the following provisions:

Salaries — 1998-1999: 1.6 per cent retroactive to May 1, 1998; 1999-2000: 1.5 per cent effective May 1, 1999; 2000-2001: to be negotiated. Special adjustment in 1998-99 of $1000 to individuals who, on 30 April 1998, were at the ceiling of full professors. Dental — for active members of the bargaining unit: same coverage as the current support staff plan; premiums for basic services 100% paid by the employer, 80% reimbursement of expenses; premiums for optional major services or orthodontics paid by the employee. For early retirees: a new dental plan as per current arrangements for supplementary health insurance benefits. Professional Expenses Reimbursement — 1998-1999: $500; 1999-2000: $600; 2000-2001: $700. Anomalies Fund — 1998-1999: $150,000; 1999-2000: $30,000; 2000-2001: $30,000.

■

Settlement Reached for Ontario's Community Colleges

A three-year agreement, expiring Aug. 31, 2001, has been reached between full-time college professors, counsellors and librarians represented by the Ontario Public Service Employees Union, and the Ontario Council of Regents of Applied Arts and Technology.

Key to settlement was the withdrawal of the proposals to amend the Instructor classification and proposed increased teaching load for same, and the proposal to amend the workload formula. Faculty felt strongly that concessions in teaching areas would hinder the quality of education they would be able to deliver. The union also achieved salary gains more in line with their other education colleagues — a new salary maximum that falls between the highest Ontario public high school maximum and Ontario university professor salaries.

Effective on the date of ratification: a three per cent across-the-board salary scale increase; the addition of an eighteenth step to the academic salary schedule. Effective Sept. 1, 1999: a two per cent across-the-board salary scale increase; the addition of a nineteenth step to the academic salary schedule. Effective Sept. 1, 2000: addition of Step 20 to the academic salary schedule.

With the salary increases of three and two per cent and the three new step increases, top salaries for college professors, counsellors and librarians will go from $63,097 to $72,158, by Sept. 1, 2000.

Source: OPSEU, Negotiations News, September 8, 1998.

Revendications étudiantes

SUITE DE LA PAGE 1

coûts. Les étudiants de toutes les provinces subissent en outre une augmentation des frais accessoires.

La Fédération soutient que la dette moyenne des étudiants a augmenté de presque 200 p. 100 depuis huit ans. Compte tenu des frais de scolarité, des frais accessoires, de la pension et des livres, un grade universitaire de premier cycle coûte maintenant 25 000 $ contre 8 600 $ en 1990. Selon l'Ontario Community College Student Parliamentary Association, les étudiants des collèges ne sont pas dans une meilleure situation. Ainsi, la dette moyenne des étudiants de collège qui terminent un programme de deux ans s'élève à 14 000 $.

Prés de la moitié de tous les étudiants du secteur postsecondaire à temps plein doivent emprunter pour payer leurs études. Le Programme canadien de prêts aux étudiants n'offre aucune aide sous forme de bourses, non remboursables et disponibles à large échelle. De même, la majorité des régimes d'aide financière provinciaux ont remplacé les bourses par des prêts d'études.

Les effets de cinq ans de coupes sombres dans les paiements de transfert se font sentir dans les statistiques sur la pauvreté étudiante rendues publiques par la Fédération et l'Association canadienne des banques alimentaires. Dans un mémoire présenté en 1997 á la Commission de l'enseignement supérieur des provinces Maritimes, les étudiants ont fait valoir que ces compressions avaient préparé le terrain aux administrations universitaires pour qu'elles refilent aux étudiants leur manque á gagner. Selon les étudiants, la pauvreté s'est par conséquent répandue et s'est intensifiée dans les années 1990.

Cette constatation explique l'augmentation alarmante du recours aux banques alimentaires dans les universités et les collèges partout au Canada. Au total, il existe actuellement dans les campus canadiens 44 banques alimentaires et programmes de dons d'aliments permanents contre 12 en 1994.

«Les hausses continuelles des frais de scolarité ne font que décourager les étudiants», a déclaré M^me^ Carlyle. «Ils sont d'avis que le prétendu Budget de l'éducation de 1998 du ministre Martin est carrément inefficace pour résoudre la crise de l'endettement étudiant au Canada.» Bien que la Fondation canadienne des bourses du millénaire apporte un peu d'aide, elle n'en accordera qu'à 7 p. 100 des étudiants du secteur postsecondaire.

La Fédération a enjoint le gouvernement de mettre sur pied un régime complet de bourses d'études à l'échelle du pays. «Les étudiants sont bel et bien oubliés», a déclaré M^me^ Carlyle en faisant référence à la première place que l'Organisation des Nations-Unies vient d'accorder au Canada dans son indice du développement humain. «L'Organisation des Nations-Unies peut bien avoir accordé au Canada la première place, il est l'un des deux seuls pays industrialisés qui n'offre pas de régime complet de bourses á ses étudiants», a-t-elle ajouté. La Fédération a demandé que les Bourses du millénaire soient transformées en bourses fondées sur les besoins.

Les changements radicaux effectués dans l'ensemble du système au cours des derniéres années causent de plus en plus de frustration. Pour cette raison, prés d'un demi-million d'étudiants à la grandeur du pays participeront à l'action pancanadienne de la Fédération pour transmettre un message clair á tous les échelons gouvernementaux : le financement de l'enseignement postsecondaire au Canada doit devenir une priorité. ■

Cri d'alarme des universités

Aux prises avec une dette de 300 millions, les universités québécoises demandent grâce au gouvernement Bouchard

PAR MICHEL HÉBERT

ÉTRANGLÉES PAR LES COMpressions budgétaires et confrontées à un sous-financement chronique, les universités québécoises ont accumulé une dette de 300 millions de dollars et demandent grâce au gouvernement.

L'Université Laval, selon le recteur François Tavenas, «comme toutes les universités québécoises, vit à crédit». Le déficit de 83 millions prévu cette année grimpera á 100 millions en 1998-1999. À l'Université de Montréal, on constate un «trou structurel» de 15 millions et on se dirige vers un déficit accumulé de 90 millions. Celui du réseau des universités du Québec atteindra 65 millions.

La situation est critique et mérite une intervention «urgente» du gouvernement, a déclaré André Lucier, président de l'Université du Québec devant la commission parlementaire de l'Éducation, á Québec, hier.

«La situation est absolument alarmante, catastrophique», a lancé le recteur Robert Lacroix, qui avertit le gouvernement des conséquences dramatiques qu'auront les compressions actuelles sur le réseau universitaire.

Comme le prévoit la loi sur les établissements de niveau universitaire, la commission parlementaire doit entendre les universités pour discuter, entre autres choses, de leur situation financière. Ces audiences, qui doivent durer quelques jours, laissent perplexes les observateurs de la Fédération des étudiants universitaires puisque aucun rapport public n'a suivi cet exercice l'an dernier.

Néanmoins, on a pu constater hier que les compressions budgétaires des récentes années avaient laissé des traces. Globalement, les universités québécoises ont dû fermer 900 postes de professeurs, soit l'équivalent du corps professoral de l'UQAM. Pour sa part, l'Université de Montréal a réduit de 20 % ses effectifs professoraux.

Les infrastructures sont mal entretenues, des bibliothèques sont dégarnies, des laboratoires, mal équipés. Les professeurs vivent avec des tâches alourdies, dans des classes bondées. Et les gestionnaires s'arrachent les cheveux.

«Il faut immédiatement stopper ce mouvement de dégradation. Le gouvernement doit refaire de l'éducation une priorité nationale», a lancé M. Lucier.

Selon François Tavenas, Québec a réduit de 500 millions les dépenses des établissements ces derniéres années. «Le fédéral a effectué des compressions de trois milliards dans les transferts aux provinces au chapitre de l'enseignement supérieur», s'est empressée de rappeler la présidente de la commission, Jeanne Blackburn.

La lumiére au bout du tunnel des finances publiques a laissé croire á une amélioration de la situation. Mais lorsque le premier ministre Lucien Bouchard s'est engagé récemment à geler les frais de scolarité, les gestionnaires des universités ont écarquillé les yeux.

«Nous ne demandons pas au gouvernement de taxer les étudiants. Nous avons des problémes financiers. Si le gouvernement ferme un robinet, il doit en desserrer d'autres», a expliqué M. Lucier.

Il a suggéré que les bourses du millénaire prévues au budget fédéral soient versées aux étudiants, quitte á donner de la visibilité à Ottawa. Cela donnerait une marge de manoeuvre à Québec pour hausser le financement des établissements.

«Nous sommes tous un peu scandalisés qu'il y ait des fonds quand on est tous dans la misére», a déclaré M. Lucier. ■

La Presse Canadienne, 10 sept. 1998.

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Digital Diploma Mills Part II — UCLA & Onlinelearning.net's Secret Agreement

BY DAVID F. NOBLE

Historian David Noble, is a professor at York University and co-founder of the National Coalition for Universities in the Public Interest. His article "Digital Diploma Mills: The Automation of Higher Education" first appeared on the Internet in October 1997. His second article "Digital Diploma Mills: The Coming Battle Over Online Instruction" followed in March 1998. Part of this latter article appeared in the September edition of the CAUT Bulletin. The following extract, on a confidential agreement between UCLA and onlinelearning.net completes this series. These agreements herald a new regime in higher education, one which is taking hold of the nation's campuses at an accelerating rate — the commoditization and commercialization of instruction. As UCLA's Instructional Enhancement Initiative makes plain, faculty at all levels will ultimately be drawn into the new regime, through encouragement or coercion.

THE CONFIDENTIAL AGREEMENT BEtween UCLA and The Home Education Network (now the onlinelearning.net) was signed on June 30, 1994, and amended February 21, 1996. This agreement entailed the granting by a university of exclusive production and distribution rights to electronic courses, including copyright, to a private, for-profit corpotation, without any prior faculty consultation or approval.

The onlinelearning.net emerged not from the wotld of education but from the fast hustle media wotld of spins and sound bites, cable TV and public relations. It was the brainchild of political media consultant and television producer Alan Arkatov, who produced and marketed the media campaigns of over a dozen U.S. senators, governors, and mayors, before serving as seniot advisor to President Clinton's 1992 campaign chairman Mickey Kantor.

In 1994 he negotiated a landmark contract with the regents of the Univetsity of California to form an unprecedented arrangement with UCLA Extension (UNEX), the largest continuing higher education program in the country. The agreement gave Arkatov exclusive rights to all electronic delivery of UNEX courses and the exclusive use of the UCLA name fot that purpose, thereby launching onlinelearning. net as "the most comprehensive continuing distance learning program of its kind in the United States."

The onlinelearning.net is now directed by its president and CEO John Kobara, who comes out of the cable television industry and the public relations and marketing side of academia. A UCLA graduate, Kobara was vice president and general manager of Falcon TV, one of the nation's largest independent cable operators, and served as president of the Southern California Cable Association before returning to UCLA to direct the alumni association. By the time he joined onlinelearning.net in 1997, Kobara was UCLA's vice chancellor of university relations directing all of the university's public relations, marketing, and government and alumni relations activities.

Combining their media experience, political influence, and insider knowledge of UCLA and its myriad community connections, Arkatov and Kobara were well placed to make the most profitable use of theit ambitious arrangement with UCLA. But UCLA administrators, meanwhile, had ambitions of their own, not only to provide a new revenue stream for UNEX but to establish it, and UCLA, as the premier vehicle for distance learning in the University of California system, and beyond.

The extremely broad agreement between onlinelearning.net (signed by Arkatov) and the Regents of the University of California (on behalf of UNEX, a patt of the division of continuing education of UCLA, signed by Robert Lapiner, UCLA dean of continuing studies) granted to onlinelearning.net the exclusive right to produce, for a 10-yeat "production period," and exploit in perpetuity, all electronic versions of UNEX courses: "the sole, exclusive, and irrevocable right under copyright and otherwise to make, produce, and copyright by any means or 'Technology,' as such term is hereinafter defined, now known or hereafter devised during the 'Production Period,' as such term is hereinafter defined, audio, visual, audio/visual, digital, and/or other recordings of all UNEX classes..." as well as "the sole, exclusive, and irrevocable right under copyright and otherwise to exhibit, perform, broadcast, transmit, publish, reproduce, manufacture, distribute, advertise, sell, rent, lease, market, publicize, promote, merchandise, provide technical support for, license and otherwise exploit, generally deal in and with, and turn to account the recordings by all means and technology and in all media and forms of expression and communication now known or later developed in all languages throughout the univetse (the 'Territory') in perpetuity..." onlinelearning.net also secured the right to use the "University of California" and "UCLA" names in connection with the exploitation of their rights granted in the agreement, as well as the right to assign or transfer their interests in the agteement to "any entity."

In consideration of this generous grant of rights, UNEX would receive a percentage of onlinelearning.net's gross receipts (increasing from six to 12 pet cent over the course of the term) plus reimbursement of expenses incurred in the preparation of courses, including materials and wages. UNEX retained the right to designate which courses would and would not be converted to electronic form and the right to final approval of their content. However, it agteed that "[onlinelearning.net] shall have the unlimited right to vary, change, altet, modify, add to, and/or delete from the Recordings, and to rearrange and/or transpose the Recording and change the sequence thereof."

In 1995 there was apparently some difference of opinion between the parties over whether or not the 1994 agreement covered online and Internet delivery of courses. Onlinelearning.net insisted that it did and ultimately prevailed upon UCLA to formally amend the agreement stipulating explicitly that "UNEX and [onlinelearning.net] acknowledge that the inclusion of On-Line Rights is on the same economic and other terms as pertain to Recordings in the Agreement and that all such tetms shall be interpreted so as to encompass On-Line Rights."

If the onlinelearning.net-UCLA agreement brought the pecuniary preoccupations of private commetce into the heart and soul of higher education, it also carried with it another characteristic aspect of proprietary enterprise: secrecy. Despite, or perhaps because of, the broad terms and far-reaching implications of their agreement, onlinelearning.net officials and UCLA administrators formally agreed to keep it secret. In a confidentiality clause in the 1994 agreement, it was agreed that "except as required by law, UNEX shall hold in confidence and shall not disclose or reveal to any person or entity confidential information relating to the nature and substance of this Agreement ..." and that any participating "Instructor shall hold in confidence and not disclose or reveal to any person or entity confidential information relating to the nature and substance of the agreement between UNEX and [onlinelearning.net]..."

While onlinelearning.net clearly had proprietary motives for such confidentiality, why did UCLA administrators, trustees of a public institution trading in publicly-created goods, agree to such secrecy? What did the university have to hide? Perhaps it was what the agreement had to say about its larger ambitions and, especially, its relations with faculty.

Kobara's spin on the deal is that this arrangement is a modest one, restricted to UNEX and thus without any significance or any reason for concern beyond it. He insists that onlinelearning.net has no relationship with UCLA but only with UNEX, which he argues is an independent entity. This is not the case. While UNEX is self-supporting, it is unambiguously a part of UCLA, as the agreement itself makes clear. It is for this reason that an officer of UCLA, Robert Lapiner, signed the agreement, representing the regents. Moreover, Kobara's modesty is clearly belied by the agreement, which reveals intentions of much wider scope.

According to the agreement, "The patties contemplate that the relationship with [onlinelearning.net] may extend to other University of California campuses. Because of UNEX's unique responsibility to be bound to [onlinelearning.net] for the Term hereof, [onlinelearning.net] agrees that the participation of all other University of California campuses as *well as* other academic units of UCLA in this project will be coordinated by UNEX and for the purposes of this Agreement shall be considered 'UNEX Classes.' An appropriate share of revenues othetwise payable to UNEX fot any such courses shall, however, be distributed proportionately to the participating University of California campus or other academic unit of UCLA."

Whether or not they are able to realize their grand vision, it is clear that UCLA from the outset intended to extend its distance education operations beyond UNEX and, through UNEX — the largest continuing education program in the UC system — beyond UCLA to other UC campuses. This fall the UCLA Division of Letters and Science launched its Instructional Enhancement Initiative mandating that evety course must have a web site containing at a minimum course outlines and assignments and encouraging faculty to put their lectures and other materials online as well. Like the onlinelearning.net-UCLA deal, this action was taken without debate or formal faculty approval.

Onlinelearning.net and UCLA officials maintain that there is no connection between this unprecedented initiative and their UNEX activities. In response to increasingly appatent faculty concern, UCLA's Provost of Arts and Letters Brian Copenhaver has recently distributed a letter to all faculty insisting, perhaps too much, that IEI is "resolutely and only academic" and that "there are no plans to use IEI commercially." Reading the agreement, however, one has to wonder.

At the heart of the onlinelearning.net-UCLA deal is the crucial matter of copyright. As is typical in any such agreement, the

See DIPLOMA MILLS... Page 8 ☞

University Revenue Falls in 1996/97

UNIVERSITY REVENUE FROM government grants and contracts declined again in 1996/97. Revenue from government sources fell 6.9% from a year earlier and 14.1% over the previous five years. These declines were partially offset by both increased revenue from student fees and bequests, donations and non-government grants. Overall, however, university revenue fell by 1.4% in 1996/97.

Reduced revenue has meant reduced expenditure. Salary and benefits expenditures fell 3.4% in one year and 5.2% over five years. In 1992/93, salary costs represented 66.1% of expenditures. In 1996/97, this proportion was 64.2%.

At a time when students are facing tuition fee increases, they have benefitted from increased expenditure on scholarships and bursaries. Although this is a relatively small expenditure category, scholarship and bursary expenditures increased 7.1% in one year and 30.4% over five years, reaching $262.6 million dollars in 1996/97. ■

Source: The Daily, July 7, 1998, Statistics Canada. (www.statcan.ca)

Students — Higher Fees, Higher Debt

FROM PAGE 1

Canada Student Loans Program does not provide any assistance as non-repayable, widely available grants. Also, most of the provincial assistance plans have replaced grants with student loans.

The impact of a half-decade of brutal cuts in transfer payments is showing up in student poverty statistics published by the CFS and the Canadian Association of Food Banks.

In a 1997 presentation to the Maritime Provinces Higher Education Commission students point out that these funding cuts have set the groundwork for university administrations to pass the burden of revenue shortfalls on to students.

The students say the result is increasing and widespread poverty in the 1990s, a claim reflected in the dramatic growth in the use of food banks on university and college campuses across Canada. In all, 44 permanent food banks and food provision programs now exist on Canadian campuses, up from 12 in 1994.

Many students need all the help they can get — whether food banks or bursaries — and post-secondary institutions across Canada are increasing their commitment to student assistance. Still, as one financial aid officer predicted, "rising tuition costs will continue to have a negative impact on the financial well-being of students."

"Students are reeling from continued fee increases," said Ms. Carlyle. "Students know that Martin's 1998 so-called Education Budget is completely ineffective for solving Canada's student loan crisis."

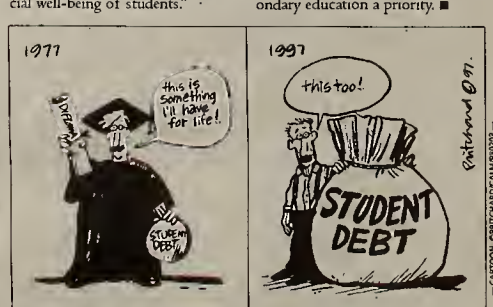
While the Canada Millennium Scholarship Fund will give some needed aid, it can only provide assistance to seven per cent of post-secondary students, and awards won't be available until the year 2000.

The federation has called on the government to implement a comprehensive system of national grants for students.

"Students have been left behind," said Ms. Carlyle, commenting on the recent first place Canada received from the United Nations on its Human Development Index. "Canada may have received top ranking from the United Nations. Yet Canada is one of only two industrialized countries that has no comprehensive system of national grants for students."

The federation has called for the Millennium Fund to be transformed into a needs-based grant fund.

With the growing level of frustration at dramatic system-wide changes made in the last few years, almost half a million students across the country are expected to take part in the federation's days of action to send a strong message to all levels of government that Canada must make funding for post-secondary education a priority. ■



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New Perspectives on the Professoriate Down Under

The socialization of Australia's academics — seeing how they tick in the tightly-controlled university world.

College Academics

Anthony Potts, Charlestown, New South Wales: William Michael Press, 1997; 268 pp; $36AUS

BY PAUL J. STORTZ

THE CALL FOR MORE SCHOLarly work on the professoriate is beginning to sound like the adage that everyone talks about the weather but no one does anything about it. Anthony Potts' *College Academics* acknowledges this gap in the study of higher education by asking penetrating questions about the identity of the academic in a specific social, historical, economic, and political milieu.

In the Introduction, academic careers are described as "greedy professions," "fluid" for promoting a flexible work schedule (is an academic's work ever truly confined to "nine-to-five"?) but demanding in their frequently considerable requirement of time and energy. With the growing impossibility of demarcating working and non-working hours and the freedom with which some academics come and go from work, it comes as little surprise that people outside academics regularly see the professorial life as a "soft option."

Early on, Potts sets the tone of tension and accommodation for the book: How do we approach academics as decision-makers, with backgrounds, disciplinary knowledge, experiences before and after being hired, challenges to the constraint of institutional socialization, and perspectives and levels of occupational commitment, often changing but invariably individual? Moreover, what happens when this individual comes to work in a "tightly controlled government institution set up to achieve specific economic and educational aims?" (p. 1).

Because of its ostensibly narrow focus, *College Academics* might initially scare off potentially interested readers. The time is 1965-1989; the setting is a group of business, science, engineering, and arts academics from the Bendigo College of Advanced Education in Victoria, Australia. The methodological framework for the study is sociological.

The book, however, is presented with cogency, highlighted by logically-ordered chapters, a welcome habit of situating the argument in past sociological and historical literature, brief introductions and conclusions to most subsections and all chapters, and an excellent bibliography. This facilitates quick reading and reflection of the contents.

As most readers will find, the time frame of the study, allowing for proper longitudinal analysis, is germane to perhaps their own experiences. The fundamentally upsetting events of expansion and the most pronounced contraction of the Australian higher education system and Bendigo College rings true to anyone involved in universities and colleges in Canada over the past three decades.

The reader can easily identify with the group of academics, regardless of discipline, as thoughts, attitudes, and perspectives may strike some as all too familiar. One academic admits his fear of job complacency, commenting that "... I may fall into that dangerous category of someone who is very satisfied with where he is and could possibly die from the neck up" (p. 171).

Undoubtedly the most inaccessible part of the book to the sociologically-uninitiated is the vernacular of symbolic interaction theory. For example, a propensity of some academics to support a liberal education dimension in a mostly vocational and utilitarian discipline "... was derived from their own previous socialization experiences that they underwent during their personal tertiary education process and from their individual latent culture" (p. 114).

A careful reading of the first three introductory/methodology chapters, however, makes this hurdle of specialized jargon much less onerous.

Ultimately, issues applicable to academic identity and how academics "adapted to their occupational world" (p. 4) such as educational background, job satisfaction, the role of friends and the "invisible college" of peers, personal considerations of money, power, status, happiness, and prestige, occupational and associational demands, responsibilities to the institution, and the value placed on academic freedom, to name a few, are the gist of this book, elucidated for any interdisciplinary audience.

Among the myriad findings using the sample of more than 50 staff members at the college, gathered from interviews, questionnaires, and documentary research, the either subtle or obvious and at times very deliberate power and control exercised by the individual academic are important underlying themes of the book.

Throughout the chapters which deal with defining the "academic self," *College Academics* analyses the forces which affect an individual's occupational choice and perspectives on teaching, research, and commitment.

Strikingly, despite sometimes intense peer, occupational, institutional, and system-wide pressures to conform, the individual stands apart as a "player," one who negotiates relationships and surroundings to function according to his or her own occupational *Weltanschauung*, or as Potts puts it, "to control the nature of their work" and to act "conducive to their definitions of self" (p. 168).

The book revisits this idea of the academic "maintaining a proper sense of identity" (p. 57) time and again, for example in the academic's formulation of a disciplinary perspective ("he or she was not simply passive" when confronted by institutional and occupational socialization ... "In reality there was a two-way interaction between staff and the institution ... " [pp. 117-118]), and in the situational adjustment undergone when deciding teaching assignments in which the academics "were not simply and completely passive" (p. 140) in the face of rigid college policy and occupational norms.

Indeed, individual agency was so pervasive that at times the academics' actions based on their perspective toward research in a mostly teaching institution formed a counter-socialization process, whereby the character of the college itself was changed (p. 154).

The "two-way nature of the socialization process" driven by academics who "formulated their own responses" (p. 179) is perhaps best summed up in the theoretical implications of the socialization of lecturers. Academics "negotiate" their occupational perspectives among themselves, the demands of the occupation itself, and the institution. Potts contends that "academic careers are experienced differently by individuals" (p. 216).

An attractive aspect of the book is the intimately revealing verbatim responses included to support arguments of socialization and perspective. How can an academic not in one way or the other identify with the issue of qualification in the higher education workplace, as respondent No. 16 notes: "I think the stress here may be on paper qualifications — masters and doctorates. I think they put more emphasis on that than anything ... but I would have to weigh that against ... practical experience ... It is very nice to have a doctorate but it is no good if you can't teach a class of students" (pp. 85-86).

Another faculty member bitterly describes his perspective toward research: "My own feeling is that there are so many academics in the tertiary world now, all of whom are desperately publishing in order not to perish, that there is so much garbage being produced so why should I add to that garbage" (p. 154).

The juxtaposition of personal experience and sociological argument, however, begs the question of differences in perspective, commitment, and activity according to perhaps more suffusive individual considerations, in particular ethnicity, gender, and class.

As an extension to this study, a much larger sample coupled with a necessarily increased provision for anonymity of the respondents could lead to interesting observations on, for example, the institutional socialization of faculty from members of diverse ethnic groups, or intriguingly, the role of reference groups and prior socialization of women academics in comparison to their male counterparts.

As well, does class background have an effect on an academic's disciplinary perspective or commitment to institution? These are a few of the many potentially contentious but compelling questions that could be fully presented for critical discussion in an expanded future study.

A definite strength of *College Academics* is its Summary and Conclusion chapter which includes both theoretical and management implications of the socialization of academics. Potts itemizes important practical considerations for higher education policy makers who hope for a smooth transition to a unified educational system and maintenance of productive and cost-effective institutions. Administrators and faculty members themselves have to be aware of the "new academic culture with its changed perspectives," especially the process of "situational adjustment" which shapes an academic's self-image (pp. 222-225).

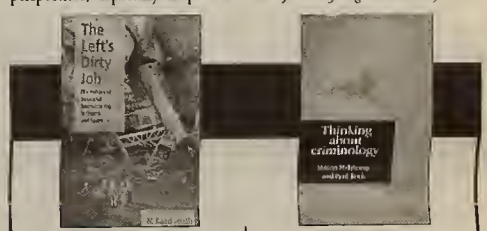
Beyond policy implications, however, *College Academics* offers much for the serious scholar. Potts challenges others to undertake similar case studies and compare results (p. 216).

As well, the nature and findings of the study could be used quite nicely as a tool for further historical exploration of the professoriate and post-secondary institutions in Canada and internationally. By virtue of the research design and methodology, such study need not be confined to a particular culture or region.

College Academics suggests the university or college in sociological/historical perspective is more than a faceless bureaucratic monolith ensconced in but divorced from the society as a whole; rather, it is a vibrant and intricate web of personal interaction set within changing political, economic, and social circumstances.

Focusing on the professoriate as a primary decision-making agent and on the various related key issues which change over time allows for a clear and intimate historical understanding of higher education and, in a larger sense, state formation. More studies are needed of this kind. ■

(Paul J. Stortz is a PhD candidate in the Department of Theory and Policy Studies at the Ontario Institute for Studies in Education at the University of Toronto. For three years, he was editor of Higher Education Perspectives, formerly the Ontario Journal of Higher Education.)



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Universities in Peril

The transformation of American universities — could it happen here?

BY MARY RUSSELL

THE UBC ADMINISTRATION has been developing a vision statement to provide a plan for the future and generate motivation within the UBC community. Not surprisingly, their aims and objectives are stated in optimistic terms, painting a rosy picture of undisputed institutional excellence with outstanding, enthusiastic and committed faculty and students.

A somewhat different view of the future of universities was recently provided by the National Centre for the Study of Collective Bargaining in Higher Education and the Professions at CUNY's Baruch College. Noting U.S. trends toward increased use of part-time faculty, electronic teaching media, and centralized, corporate-style management, a transformation of universities into "Educational Management Organizations" (EMOs) was predicted.

EMOs would hire and fire faculty members as contract employees; would hold the intellectual property rights of faculty work; would utilize market solutions to rising education costs; and would promote virtual courses using video and internet media.

These EMOs would offer custom-designed degree programs based on each student's prior learning and current educational needs. Faculty would act as talent scouts by seeking out suitable students for such programs. They would assist the development of academically coherent programs of study — acting as mentors and tutors to augment the predominantly electronic program.

Faculty would increasingly become itinerant academics, providing services in locations convenient to students. The majority of faculty would attempt to put together a living wage through contracts with multiple educational institutions. Faculty performance would be subject to "academic quality management systems" whereby various methods evaluating faculty performance are routinely administered.

Corporate interests would be served through contracts with EMOs that would provide these educational institutions with advanced electronic technology in exchange for research directed by private, corporate needs.

The above characterization of university education probably sounds like fantasy to many Canadian educators, yet aspects of this pessimistic vision of education have already been implemented at various U.S. institutions. While not all U.S. trends become our reality, they can serve to sharpen our critique of the potential directions described in the Draft Green Paper.

We are informed, in the Green Paper, that student-professor interaction "will be enhanced" through new teaching methodologies that may well involve a "global campus" and teaching in a "learning-centred environment." The role of sessionals, part-time and adjunct faculty "is to be examined" to give them "more recognition and sense of involvement." But the paper does not address whether a more permanent or secure attachment to the university will be included in this examination. Strategies have been drafted to attract increased research funding from "all sources," including industrial grants and contracts. International contracts are touted as a strategy for establishing "performance benchmarks" for the institution.

Studies of optimistic vetsus pessimistic perspectives of reality have indicated that pessimists are closer to the truth. In "visioning" the future of UBC, that should give us pause. ■

(Mary Russell is President of the University of British Columbia Faculty Association.)

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Digital Diploma Mills Part II

FROM PAGE 5

parties must attest to the fact that they indeed have the right and authority to grant whatever it is they are granting. Thus, UNEX affirmed that "UNEX has the full right, power, and authority to enter into and perform this Agreement and to grant to and vest in [onlinelearning.net] all rights herein set forth, free and clear of any and all claims, rights, and obligations whatsoever." Under this assumption, UNEX agreed that "As between UNEX, [onlinelearning.net], and the instructors of the UNEX Classes (the 'Instructors'), [onlinelearning.net] shall be the owner of all right, title, and interest, including without limitation, the copyright, in and to all Recordings of UNEX Classes produced by and for [onlinelearning.net]."

By what legal right and under what authority could UNEX make such a grant, given the fact that the instructors who create the courses rather than UCLA or UNEX are the rightful and heretofore acknowledged owners of copyright? The instructors, of course, were never even party to this agreement. This is the crux of the agreement and all such arrangements.

In order to be in a position to uphold its side of the bargain, UNEX formally agreed that it would undertake to compel its instructors, on onlinelearning.net's behalf, to assign their copyrights to UNEX, thereby enabling UNEX to assign them to onlinelearning.net. This was made fully explicit with the inclusion in the agreement of an "Exhibit A," outlining a compulsory "Instructors' Agreement," whereby instructors would be made to surrender their rights to UNEX as a condition of employment. The agreement thus stipulates that "UNEX shall use its best efforts to cause each Instructor to agree in writing ('Instructor Agreement') for the specific stated benefit of [onlinelearning.net], to the provisions set forth on Exhibit 'A' attached hereto." Furthermore, the agreement stipulates that any such instructor agreement had to meet the specifications not only of UNEX but also of onlinelearning.net, which "shall have the right of prior written approval of the form and substance of the agreements entered into by UNEX and Instructors concerning the production and exploitation of the Recordings."

Exhibit A is a five-page document which specifies in detail what the instructor must give up and do for UNEX and onlinelearning.net in order for UNEX to meet its contractual obligations to onlinelearning.net. Predictably, the instructor must agree to grant to UNEX the same rights granted by UNEX to onlinelearning.net, namely "the sole, exclusive, and irrevocable right under copyright and otherwise to make, produce, and copyright by any means or technology now known or hereafter devised, Recordings of all UNEX Classes taught by Instructor" as well as "the sole, exclusive, and irrevocable right under copyright and otherwise to exhibit, perform, broadcast, transmit, publish, reproduce, manufacture, distribute, advertise, sell, rent, lease, market, publicize, promote, merchandise, provide technical support."

The instructor must acknowledge and agree that "[onlinelearning.net] shall be deemed the author of the Recordings" and that the "Instructor has no rights of any kind or nature in the Recordings of UNEX Classes taught by the Instructor"; and also "forever waive any right to assert any rule, law, decree, judicial decision, or administrative order of any kind throughout the world, which allows Instructor any right in the moral rights (droit moral) in the Recordings."

According to Exhibit A, the "Instructor must not permit the Course Materials utilized by the Instructor for UNEX Classes taught during the Production Period to be recorded by any Technology, except by [onlinelearning.net]" unless it is approved by onlinelearning.net or is restricted to publication in print form on paper (e.g., books). The instructor is also obligated to assist UNEX and onlinelearning.net in securing releases to all copyrighted material used in the instructor's course. And just as UNEX must use its best effotts to cause the instructor to sign the instructor agreement, so the "Instructor shall use Instructor's best efforts to cause all guest lecturers taking part in UNEX Classes taught by such Instructor to execute agreements approved by UNEX and [onlinelearning.net] that are consistent with the balance of the provisions of Exhibit A."

Finally, the instructor is required to execute any other documents consistent with the terms of the instructor agreement, as requested by UNEX or onlinelearning.net, and if the instructor fails to do so, "the Instructor shall be deemed to have appointed UNEX and/or [onlinelearning.net] as Instructor's irrevocable attorney-in-fact with full power of substitution and delegation and with full and complete right and authority ... to perform such acts and take such proceedings in the name of Instructor..."

The instructor agreement, a formal written contract between employee and employer in which employee rights are legally transferred to the employer, was seen by the parties in 1994 as the way UNEX would secure the power and authority required to comply with its agreement with onlinelearning.net, at the expense of the instructors. Today both parties contend that such instructor agreements are not necessary.

According to the terms of a revised agreement, they argue, which has not yet been finalized, the actual ownership of electronic courses would reside solely with UNEX while onlinelearning.net would merely have exclusive rights of distribution. And UNEX now maintains that its ownership rights are automatic and would not require any formal contract with their employees. As David Menninger, UCLA's associate dean of continuing education and UCLA extension, explained to me in a letter in December 1997, "since the focus of the Extension/[onlinelearning.net] relationship has shifted to Extension online courses, for which the Regents of the University of California retain ownership, no such instructor's agreement has ever been used, nor is any further need anticipated."

It is not clear upon what legal basis Menninger asserts his claim that the Regents of the University of California retain ownership, given the traditional legal rights of the instructors to these courses. According to Kathy Whenmouth, technology transfer specialist in the University of California's president's office, the university does not yet have any policy on the copyright of online course materials. Clearly, the matter is far from settled. What exactly are the rights of instructors and the regents?

Now that the UNEX/onlinelearning.net agreement has seen the light of day, it will no doubt become a focus of controversy. Is it legal? Will it withstand a legal challenge? Whatever the ultimate legal status of the agreement, which would have to be determined in court, this episode sheds much light upon the methods, intentions, and visions of those involved in the commoditization and commercialization of university instruction. ■

(David Noble is currently writing a book on digital diploma mills.)

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Digital Diploma Mills Part I & II are at the CAUT web site www.caut.ca.

Nouvelle coalition en éducation

LES PRINCIPALES ASSOCIATIONS d'enseignants et d'étudiants se sont rencontrées le mois dernier á Ottawa pour créer une coalition pancanadienne visant á promouvoir l'enseignement public. «Le Public Education Network/Réseau pour l'éducation publique (PEN/REP) nous permettra de relever plus efficacement les défis auxquels font face nos écoles, colléges et universités», a déclaré Bill Graham, le président de l'ACPPU.

Des dirigeants de la Fédération canadienne des étudiantes et étudiants, de la Fédération étudiante universitaire du Québec, de la Fédération étudiante collégiale du Québec, de la Fédération canadienne des enseignantes et des enseignants, l'ACPPU, de la Fédération québécoise des professeures et professeurs d'université, du Congrès du travail du Canada et de l'Organisation nationale anti-pauvreté ont participé á la premiére réunion.

«Cette coalition est une premiére», a ajouté M. Graham. «Elle montre aux gouvernements et au secteur privé que nous ne sommes pas prêts á les laisser diviser les enseignants et les étudiants, le Québec et le reste du Canada. Nous des universités, des colléges, des écoles secondaires et élémentaires sommes unis dans notre détetmination à défendre et á améliorer notre système d'enseignement public», a poursuivi M. Graham.

Le PEN/REP se réunira au cours du mois pour commencer á formuler des projets d'échange d'information et de ressources entre les organismes membres dans le but de contrer la crise du sous-financement, de la privatisation et de la commercialisation de nos écoles, colléges et universités. ■

CLASSIFIEDS
ANNONCES CLASSÉES

ADDICTIONS COUNSELLING

UNIVERSITY OF LETHBRIDGE — Addictions Counselling Program, Assistant Professor. Applications are invited at the rank of Assistant Professor for a two year term appointment in the Addictions Counselling Program, effective July 1, 1999, or earlier if possible. Requirements are an earned doctorate (or close to completion) in the health or social sciences and demonstrated involvement in some combination of clinical work, teaching and research in the field of addictions. The successful candidate will have a strong commitment to clinical teaching and research and demonstrated potential for excellence. Responsibilities will include supervision of student internships and developing and teaching courses in advanced counselling, ecology of addictions, and mental health, as well as series courses on specific addictive disorders and special populations. The Addictions Counselling Program was established in 1996 as a four year degree program and provides students with the practical and theoretical knowledge needed for treatment, prevention and health promotion involving individuals, families and groups. A range of addictions are covered in the program, including problem gambling, substance abuse, and sexual or eating disorders. Graduates will be prepared to work in a variety of agencies and settings that serve individuals, families and communities. The program is supported by an addictions library collection including 40 journals and more than 4,000 reference texts. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. In accordance with Canadian immigration requirements, first preference will be given to Canadian citizens and permanent residents of Canada. The University is an equal opportunity employer and offers a non-smoking environment. The closing date for applications is December 9, 1998. Applicants should submit a letter of application, including a curriculum vitae, transcripts, and the names and contact information for three referees (as well as e-mail addresses where available) to: Patricia Wall, Dean, School of Health Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; Telephone: (403) 329-2699; Fax: (403) 329-2568; E-mail: p.wall@uleth.ca.

ADMINISTRATION

UNIVERSITY OF REGINA — Faculty of Administration invites applications for tenure track positions in human resource management/industrial relations, with preferably a secondary interest in organizational behaviour (two positions), marketing, and finance. Positions are subject to budgetary approval. PhD or DBA completed or near completion is required. Rank and salary will be commensurate with qualifications, including experience and research record. Duties include research, teaching at the undergraduate and graduate levels, and an active involvement in the academic leadership of the Faculty. Appointment effective July 1, 1999, but is negotiable. Interested applicants should submit a c.v., including research and teaching interests to: Dean Garnet Garven, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2. Fax (306) 585-4805; e-mail Garnet.Garven@uregina.ca. Review of applications for the HRIR positions will begin on November 16, 1998; the review for the marketing and finance positions will begin on February 1, 1999. The Faculty of Administration offers a B.Admin. MBA, MPA, and a new Master of Human Resource Management. The University of Regina encourages applications from qualified women and men, aboriginal peoples, members of visible minorities, and people with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

ANTHROPOLOGY

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Anthropology. Assistant Professor, probationary (tenure-track) beginning 1 July 1999, subject to budgetary approval. A PhD is required, with a strong research and publication record in sociocultural anthropology and a demonstrated commitment to teaching. The position is topically open, but preference may be given to broadly-grounded candidates with demonstrated ethnographic research experience and competence in two or more of the following: (a) applied, methods (fieldwork, development/community-based and/or textually-oriented), medical, kinship and reproductive technologies, urban; (b) ethnicity, globalization, trans-nationalism and new-colonialism, cultural studies, public culture; (c) feminist, community or historical theory; (d) a cultural orientation to symbolism, ritual, religion, gender or politics; (e) an ethnographic area. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is $38,478.00 per annum. Applicants should submit a letter of application indicating all areas of teaching competence and including a curriculum vitae, transcripts, course outlines, teaching evaluations and writing samples. Arrange for this material and three letters of reference to be sent to: Dr. Norman Budhgrani, Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2598, Fax (403) 329-5109, or E-mail: budhgrani@uleth.ca. The closing date for applications is December 31, 1998.

ANTHROPOLOGY & CLASSICAL STUDIES

UNIVERSITY OF WATERLOO — Anthropology & Classical Studies. Applications are being accepted for a tenure-track position at the Assistant Professor level in Anthropology beginning July 1, 1999. The successful candidate must have a PhD in anthropology and be an active archaeologist with research interest and experience in Ontario and the Arctic. Duties include teaching an introductory course in Human and Cultural Evolution and undergraduate courses in North American prehistory, Arctic Peoples and Archaeology, Great Lakes Archaeology, Principles of Archaeology; the successful candidate should also be willing to teach Introductory Social and Cultural Anthropology or other general anthropology courses (e.g., Cultural Ecology, History of Theory). In addition, he/she should be prepared to supervise reading courses and senior honours papers. Ongoing field research and a willingness to involve students will be an asset. The current salary floor for an Assistant Professor is $39,714. The closing date for applications is November 30, 1998. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Anne Zeller, Section Head (Anthropology), Department of Anthropology and Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

APPLIED MATHEMATICS

MCMASTER UNIVERSITY — The Department of Mathematics & Statistics, McMaster University, invites applications for a tenure track Assistant or Associate Professorship starting July 1, 1999. Candidates should have a Ph.D. and a research record of high quality in a major area of Applied Mathematics (including Mathematical Physics), as well as demonstrated interest and ability in teaching. The salary and rank will be based on qualifications and experience. McMaster is committed to Employment Equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae and three letters of reference, should be received before December 1, 1998 by: I. Hambleton, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada, L8S 4K1.

ARCHAEOLOGY

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Archaeology. Assistant Professor, probationary (tenure-track) beginning 1 July 1999, subject to budgetary approval. A PhD or near completion in Archaeology is required, with a teaching and research focus on North America, preferably Western Canada/Prairies. The successful candidate will teach Introductory Archaeology, and advanced courses in new world Archaeology, Archaeological techniques, and Geoarchaeology. As the appointment will be in the Department of Geography, the ability to teach other courses offered in the Department will be advantageous. The successful candidate will be expected to pursue an active program of research in North American Archaeology, seeking research funding as required. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. For more information, please consult the following Website: www.uleth.ca/geo. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is $38,478.00 per annum. Applicants should submit a letter of application, including a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication reprints or preprints. Also include the names, addresses, e-mail, fax and telephone numbers of three referees. Arrange for this material and three letters of reference to be sent to: Dr. Tom Johnston, Chair, Department of Geography, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4; Telephone: (403) 329-2534; Fax: (403) 329-2016, or E-mail: johnston@uleth.ca. The closing date for applications is December 15, 1998

BIOLOGY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Zoology invites applications for a tenure track position at the assistant professor rank. The successful candidate will be expected to develop a strong research program and to contribute to teaching in a core course in cell biology as well as to develop a graduate course in his or her area of specialization. We are seeking a transmission electron microscopist who studies the structure and function of macromolecular structures, preferably incorporating biochemical, genetic and cell biological techniques. Faculty members have access to a well-equipped central facility with transmission, scanning, and light

Memorial
University of Newfoundland

Smith Kline-Beecham Scholarship
in Neuroscience/Neuropharmacology/Biological Psychiatry

The Faculty of Medicine at Memorial University of Newfoundland invites applications from highly qualified individuals for the position of a Smith Kline-Beecham Scholar. This position is to be held jointly in the Division of Basic Medical Sciences and the Discipline of psychiatry. Applicants should have a background in Neuropharmacology/Neuroscience with interests in Biological Psychiatry, an outstanding publication record, and a demonstrated ability to generate an independently funded research program. Individuals with research interests in the neurobiological aspects of mental illness, (e.g., dementia, affective disorder, schizophrenia) or substance abuse are encouraged to apply. The scholarship award is for an initial three year period with a possible two year extension. This position is a tenure track appointment at the assistant or associate professor level.

The successful candidate will have the opportunity to collaborate with members of the Neuroscience Research group in the Division of Basic Medical Sciences, and their research activity is focused on molecular neurobiology of ion channels, regeneration and neurotrophic factors, cortical neuromodulators and cerebral metabolism, neuroprotection and mechanisms underlying learning, memory, motor pattern generation, and antidepressant drug action. In addition, the candidate will be expected to help develop and promote research activity and scholarship with faculty and graduate students in the discipline of Psychiatry. An important aspect of the position is to communicate research findings and develop links with other professionals in the mental health community. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity and welcomes applications from all qualified candidates. Deadline: **November 30, 1998**. Applicants should submit a curriculum vitae with a description of their research to: **Dr. Richard S. Neuman, PhD, Associate Dean, Division of Basic Medical Sciences, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St. John's, NF, A1B 3V6.** E-mail: rneuman@morgan.ucs.mun.ca.

University of Alberta
Edmonton

Chair, Department of Sociology

Applications and nominations are invited for the position of Chair of the Department of Sociology. This tenured position will be made at the rank of senior Associate, or full Professor, effective July 1, 1999. The floor of the salary scale for the rank of Professor for the 1998/99 academic year is $62,840. Candidates should have a distinguished record of scholarship and professional achievement in any field of the discipline, as well as demonstrated administrative ability and experience.

The Department has 30 academic staff and 6 non-academic staff. While its research programs span the discipline, the Department's strategic planning emphasizes the following areas of strength: social theory/cultural studies; criminology; social organization/ social policy; and research methods. The Population Research Laboratory, a unit of the Department, facilitates methodological, theoretical and applied scholarship and graduate training involving survey research. In addition to substantial service teaching, the Department offers majors and honors BA and BSc programs, and graduate training leading to MA, MSc and PhD degrees.

The Faculty of Arts in general and the Department of Sociology in particular are engaged in an extensive process of renewal, and are committed to ensuring that the many hirings anticipated over the next several years will reinforce the lively and productive intellectual environment on which they pride themselves. The Chair of Sociology will play a leading role in the renewal process in the Department.

Please send nominations or applications (including CVs and the names of three referees) by November 30, 1998 to:

Patricia Clements, Dean of Arts
University of Alberta
Edmonton, Alberta T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes *sense*.

Simon Fraser University
Faculty Position in Theoretical Condensed Matter Physics

The Physics Department at Simon Fraser University invites applications for a tenure track faculty position in theoretical condensed matter physics. The appointment will be at the Assistant Professor or Associate Professor level and will take effect in September 1999, subject to final budgetary approval. We are searching for an individual of outstanding background and exceptional promise who will establish a vigorous independent research program and who will have a commitment to undergraduate and graduate teaching. Excellent candidates in any area of specialization that will complement and involve interaction with existing programs will be given serious consideration. The present condensed matter research group at Simon Fraser consists of twenty-one full time faculty with broad research interests. The Physics Department home page can be accessed via http://www.sfu.ca.

This advertisement is directed to Canadian citizens and permanent residents. If a suitable candidate from among qualified Canadian citizens or permanent residents cannot be found, other qualified applicants will be considered. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Applications should include a curriculum vitae, publication list and a short statement of teaching and research interests. Candidates should arrange for three letters of reference to be supplied in confidence. All correspondence should be sent to Professor **Michael Plischke, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby, BC, Canada V5A 1S6** by November 1, 1998.

INDEX

ADDICTIONS COUNSELLING
ADMINISTRATION
ANTHROPOLOGY
ANTHROPOLOGY & CLASSICAL STUDIES
APPLIED MATHEMATICS
ARCHAEOLOGY
BIOLOGY
BUSINESS
CARDIOLOGY
CHEMISTRY
CLINICAL STUDIES
COMMUNICATION SCIENCES & DISORDERS
COMMUNITY HEALTH SCIENCES
COMPARATIVE LITERATURE
COMPUTER SCIENCE
DRAMA & SPEECH COMMUNICATION
EARTH & PLANETARY SCIENCES
ECONOMICS
ENGINEERING
ENGLISH
ENGLISH LANGUAGE & LITERATURE
ENVIRONMENTAL STUDIES
FILM STUDIES
FRENCH STUDIES
GEOGRAPHY
GERMAN
GERMAN STUDIES
GERONTOLOGY & HEALTH
HISTORY
JAPANESE
JEWISH STUDIES
KINESIOLOGY
LAW
MANAGEMENT
MANAGEMENT SCIENCES
MATHEMATICAL SCIENCES
MATHEMATICS
MATHEMATICS & STATISTICS
OPTOMETRY
ORGANIZATIONAL BEHAVIOUR
PEDIATRICS
PHARMACY & PHARMACEUTICAL SCIENCES
PHILOSOPHY
PHYSICAL HEALTH & EDUCATION
PHYSICS
PHYSICS & ASTRONOMY
PHYSIOLOGY
PLANNING
PLANT AGRICULTURE
PLANT SCIENCE
POLITICAL SCIENCE
PSYCHOLOGY
RADIOLOGY
RELIGIOUS STUDIES
STATISTICS
ACCOMMODATIONS

The Bulletin...
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CLASSIFIEDS

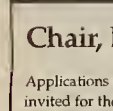
microscopes and associated computing and image-processing facilities. The Zoology Department seeks to strengthen its cell biology program and is especially interested in those individuals who can interact with a broad-based group using a variety of genetic and cellular model systems to study gene regulation, chromatin structure, cell signaling, and development of muscle and nervous systems. The expected starting date will be January 1, 2000 and salary will be commensurate with experience. Appointment is subject to final budgetary approval for positions funded from the general purpose operating fund. Applications should contain a summary of research interests, a curriculum vitae, and the names of three referees who have been asked to provide letters of reference. These should be directed to Dr. J.D. Berger, Head, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC, Canada, V6T 1Z4 (fax 604-822-5780). Closing date for application is November 30, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

MCGILL UNIVERSITY — Department of Biology, Aquatic Ecosystem Scientist. The Department of Biology at McGill University invites applications for a tenure-track position at the Assistant Professor level in the area of aquatic science. Preference will be given to candidates whose research examines aspects of energy flow or material cycling through ecosystems and who complement a research group with strengths in Limnology, Ecotoxicology, Marine Science, Fish Ecology and Conservation. Duties will involve the development of a vigorous research program and teaching at the undergraduate and graduate level. The successful applicant will teach in their area of expertise and participate in the development of the newly established McGill School of Environment. The expected starting date is July 1, 1999. Applications, including a curriculum vitae, a statement of research interests, and three letters of reference should be sent to: Dr. Donald L. Kramer, Chair, Department of Biology, McGill University, 1205 Docteur Penfield Avenue, Montreal, Quebec H3A 1B1, Canada <don.kramer@maclan.mcgill.ca>. The deadline for applications is November 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment. For additional information on the Department of Biology and the McGill School of Environment see: http://www.mcgill.ca/biology/biology1.htm, and http://www.mcgill.ca/mse

MCGILL UNIVERSITY — Department of Biology, Molecular Cell Biologist. The Department of Biology at McGill University invites applications for a tenure-track position at the Assistant Professor level in the area of molecular cell biology. Preference will be given to candidates whose research addresses fundamental problems in molecular cell biology and developmental biology using genetically well characterized systems. Applicants should hold the Ph.D. degree in biological sciences and have demonstrated research proficiency through postdoctoral training. The successful applicant will join a large and dynamic department with research strengths in cellular, molecular and developmental biology, ecology, evolution and neurobiology, with extensive affiliations with the Faculty of Medicine and local research institutes. Additional information on the Department is available at: http://www.mcgill.ca/Biology/biology1.htm. Duties will involve the development of a vigorous research program and teaching at the undergraduate and graduate level. The expected starting date is July 1, 1999. Applications, including a curriculum vitae, a statement of research interests, and three letters of reference should be sent to: Dr. Donald L. Kramer, Chair, Department of Biology, McGill University, 1205 Docteur Penfield Avenue, Montreal, Quebec H3A 1B1, Canada <don.kramer@maclan.mcgill.ca>. The deadline for applications is November 15, 1998, but applications will continue to be considered until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

UNIVERSITY OF REGINA — Aquatic Biologist. The Department of Biology invites applications for a tenure-track position at the Assistant Professor level, effective July 1, 1999 (subject to budgetary approval). Candidates must have a recent PhD, at least one year of postdoctoral experience and a productive research record. The Department of Biology is actively developing two areas of strength, environmental biology and molecular biology, and is seeking, with respect to the former area, qualified candidates who work on aquatic systems. Successful candidates will be invited to use the department's excellent aquatic facilities. As well as establishing an externally-funded research program, the successful applicant will be expected to participate in the teaching of undergraduate and graduate classes, including the development of an advanced course in his/her area of expertise. Start-up research funds will be provided. The new appointee can expect a reduced teaching load in the first two years. Submit a letter of application, outlining research goals, a summary of teaching experience and a curriculum vitae and the names and addresses of three referees, to: Dr. Sandra Felton, Chair, Department of Biology, University of Regina, Regina, SK, S4S 0A2 Canada. (Fax 306-585-4894; Phone 306-585-4231); Email: William.Chapco@UREGINA.CA) Candidates should arrange to have at least three letters of reference sent to the address above. The closing date for applications is December 15, 1998. Further information on the department is available on the world-wide site at http://www.biol.uregina.ca. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of Regina is committed to the principle of employment equity.

SAINT MARY'S UNIVERSITY — Department of Biology, Invites applications for a tenure track position in Molecular Phycology at the Assistant Professor level available January 1, 1999 (pending funding approval). Applicants must possess a PhD and have postdoctoral experience in biological and molecular science. Preference will be given to those candidates with undergraduate teaching experience. The successful applicant will be expected to teach four half credits in molecular and organizmal biology. The individual is expected to develop a vigorous externally-funded research program. Applications should include a CV, a proposal of research, and other relevant documentation. The applicants should arrange to have three letters of recommendation to be sent separately. Applications and letters of recommendation should be sent directly to: Dr. David Cone, Chair of Biology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, (tel: (902) 420 5643; fax: (902) 420-5261). Deadline for applications is Friday, November 20, 1998. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity. Visit our website http://www.stmarys.ca.



University of Alberta
Edmonton

Chair, Department of Psychology

Applications and nominations are invited for the position of Chair of the Department of Psychology. This tenured position will be made at the rank of Professor, effective July 1, 1999. The floor of the salary scale for the rank of professor for the 1998/99 academic year is $62,840. Candidates should have a distinguished record of scholarship and professional achievement in any field of the discipline, as well as demonstrated administrative ability and experience.

The Department has 27 faculty members and 10 non-academic staff. While its research programs span the discipline, with the exception of clinical psychology, the Department has made strategic commitments to the areas of cognitive neuroscience and of cultural aspects of communications, social processes and/or cognition. In addition to substantial service teaching, the Department offers majors and honors BA and BSc programs, and graduate training leading to MA, MSc and PhD degrees. The Department is a leader in bringing technological innovations to its undergraduate teaching, and places a high priority on its elite PhD program.

Though faculty are appointed as members of either the Faculty of Arts or the Faculty of Science, the Department of Psychology is administered by the Faculty of Arts. Both Faculties are engaged in an extensive process of renewal, and are committed to ensuring that the many hirings anticipated over the next several years will reinforce the lively and productive intellectual environment on which they pride themselves. The Chair of Psychology will play a leading role in the renewal process in the Department.

Please send nominations or applications (including CVs and the names of three referees) by November 20, 1998 to:

Patricia Clements
Dean of Arts
University of Alberta
Edmonton, Alberta, T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
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University of Ottawa · Women's Studies Program

BANK OF MONTREAL VISITING SCHOLAR IN WOMEN'S STUDIES

The Women's Studies Program at the University of Ottawa is inviting applications for its Bank of Montreal Visiting Scholar in Women's Studies for 1999-2000. The duration of the Visiting Scholar's stay should be from three (3) to six (6) months, preferably during the university's academic year, which runs from September to April. The recipient will receive $3,000 to cover the research expenses incurred during her stay. The Visiting Scholar will act as a resource person on behalf of the Women's Studies Program and will present her ongoing research project in conferences and seminars. She will be expected to plan these activities with the Selection Committee at the beginning of her stay.

The Women's Studies Program invites applications from Canadian and non-Canadian scholars, both tenured and untenured faculty, and from post-doctoral and independent scholars who are pursuing critical research on women. Individuals currently working on a university degree are not eligible.

The Visiting Scholar will have access to services such as library services, shared phone and computer facilities.

Applications should include a curriculum vitae, a detailed statement of the research project, copies of recent publications, the dates of the proposed stay at the University of Ottawa and the names of two referees. Please forward to: Selection Committee, Bank of Montreal Visiting Scholar in Women's Studies, Women's Studies Program, University of Ottawa, 143 Séraphin Marion, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5 Canada; Telephone (613) 562-5791; Fax (613) 562-5994; email womenst@uottawa.ca. **The new closing date for submitting applications is December 31st, 1998.**

BUSINESS

BROCK UNIVERSITY — Department of Accounting & Finance, Faculty of Business. Brock University invites applications for tenure-track positions in Accounting at the assistant or associate professor level starting January 1 or July 1, 1999, and subject to final budgetary approval. Qualifications include a PhD in Accounting completed or near completion, a commitment to classroom excellence and to quality research. Candidates in all fields of accounting are encouraged to apply. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the accounting positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Sandra Felton, Chair, Dept. of Accounting and Finance, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; sfelton@spartan.ac.brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry specific training.

BROCK UNIVERSITY — Department of Accounting & Finance, Faculty of Business. Brock University invites applications for tenure-track positions in Finance at the assistant or associate professor level starting January 1 or July 1, 1999, and subject to final budgetary aporoval. Qualifications include a PhD in Finance completed or near completion, a commitment to classroom excellence and to quality research. Candidates in all fields of finance are encouraged to apply. Priority will be given to those with expertise in the areas of corporate finance and/or financial institutions. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the finance positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Sandra Felton, Chair, Dept. of Accounting and Finance, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; sfelton@spartan.ac.brocku.ca. The Faculty of Business has aposoximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry specific training.

BROCK UNIVERSITY — Department of Marketing & Human Resources Faculty of Business Brock University invites applications for tenure-track positions in Entrepreneurship at the assistant or associate professor level starting January 1 or July 1, 1999 and subject to final budgetary approval. Full-time, tenure-track, rank dependent upon qualifications. The priority area is Entrepreneurship. Preference will be given to candidates with cross-disciplinary skills and interests that combine this area with one or more others in business/management, such as policy, marketing, finance or organizational behaviour. Qualifications include a PhD or equivalent (completed or near completion), a commitment to classroom excellence and to quality research. Duties include research and teaching courses in Entrepreneurship at the undergraduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply Salary will be competitive and commensurate with qualifications. Applications are accepted until the positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Eli Levanoni, Chair, Department of Management Marketing and Human Resources, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; elevanon@spartan.ac.brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry specific training.

UNIVERSITY OF NEW BRUNSWICK Saint John invites applications for the following positions at the Faculty of Business in Saint John: Accounting, Finance, and Management Information Systems. Applicants should have an earned doctorate or equivalent. Candidates with lesser qualifications will be considered for term appointment. Rank and salary will be commensurate with qualifications and experience. Applications will be accepted until the positions are filled. Please send CV and the names and address of three referees to Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

NORTHERN TELECOM (Nortel)/UNBSJ — Professorship in Electronic Commerce. Northern Telecom Limited and the Faculty of Business at the University of New Brunswick invite applications for a Professorship in Electronic Commerce. This position is designed to enhance the Major in Electronic Commerce in the BBA program, the electronic commerce stream in the MBA program, and joint research projects with the Electronic Commerce Centre. The successful candidate will hold a doctorate in an established business discipline with a study concentration and/or research base in electronic commerce. Candidates holding a Masters degree with appropriate business experience in electronic commerce may be considered. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the position is filled. Please send CV and the names and address of three referees to Dr. John Chalykoff, Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

SAINT MARY'S UNIVERSITY — Department of Marketing & Human Resources Faculty of Business Brock University invites applications for tenure-track positions in Entrepreneurship at the assistant or associate professor level starting January 1 or July 1, 1999 and subject to final budgetary approval. Full-time, tenure-track, rank dependent upon qualifications. The priority area is Entrepreneurship. Preference will be given to candidates with cross-disciplinary skills and interests that combine this area with one or more others in business/management, such as policy, marketing, finance or organizational behaviour. Qualifications include a PhD or equivalent (completed or near completion), a commitment to classroom excellence and to quality research. Duties include research and teaching courses in Entrepreneurship at the undergraduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply Salary will be competitive and commensurate with qualifications. Applications are accepted until the positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Eli Levanoni, Chair, Department of Management Marketing and Human Resources, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; elevanon@spartan.ac.brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry specific training.

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CARDIOLOGY

UNIVERSITY OF ALBERTA — Rehab/Clinical Adult Cardiologist. The Faculty of Medicine and Oral Health Sciences at the University of Alberta is recruiting a Royal College certified or equivalent cardiologist for a geographic full-time position at the University of Alberta Hospital. The position would be at the Assistant or Associate Professor level. The successful applicant will have the opportunity to play a leadership role in the development of a specialized cardiac rehabilitation program at the University of Alberta Hospital site, with an emphasis on patients with congenital heart disease, transplantation and heart failure. The Division currently includes 15 cardiologists. Opportunities exist for collaboration with the clinical rehabilitation unit at other Edmonton hospitals. Preference will be given to cardiologists with a proven track record of research investigation (clinical or basic) and/or special expertise in exercise physiology. Excellent opportunities exist for clinical or basic research including the opportunity for application for support to the Alberta Heritage Foundation for Medical Research. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested individuals are asked to forward a letter of application, curriculum vitae, and the names and addresses of three referees by November 30, 1998 to: Dr. Stephen L. Archer, Director, Division of Cardiology, University of Alberta, 2C2 Walter Mackenzie Centre, Edmonton, Alberta, Canada, T6G 2B7. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities

CHEMISTRY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry of The University of British Columbia is seeking to fill a tenure-track opening at the assistant professor level starting 1 July 1999. This appointment may be in any area of organic chemistry. However strong preference will be given for candidates in the area of synthetic organic chemistry. This position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to final budgetary approval. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent to: Professor Larry Weiler Chairperson, Future Appointments Committee Department of Chemistry, The University of British Columbia, 2036 Main Mall, Vancouver, BC, Canada V6T 1Z1 Closing date for applications is December 1, 1998.

RYERSON POLYTECHNIC UNIVERSITY

Canada's leading university for applied, undergraduate education and 37 career-oriented programs.
Canada's largest Continuing Education Division, offering courses and certificates
for personal and professional development.

FACULTY POSITIONS

Aerospace, Industrial and Mechanical Engineering

The Mechanical Engineering Department of Ryerson Polytechnic University invites applications for faculty positions in the following areas: • mechanical engineering • aerospace engineering • industrial engineering. The appointments will commence January 1, 1999 or August 1, 1999 and are subject to budgetary approval. Tenure-track or limited-term appointments may be offered. The appointments are intended to be at the Assistant or Associate or Full Professor levels, subject to qualifications.

Applicants should hold a Ph.D. in a relevant discipline, and have strong teaching/research capabilities and interests in one of the listed areas. Industrial and/or research experience related to the area is desirable. Applicants should be registered, or eligible for registration, as a professional engineer in Ontario, and able to work collegially in an academic environment.

The Department of Mechanical Engineering administers the Schools of Aerospace, Industrial and Mechanical Engineering. Each School offers a four-year engineering program leading to a Bachelor of Engineering degree. Plans are currently underway to expand the Department's established research and graduate studies-related activities and to develop graduate programs, and the successful applicant will be expected to contribute to these initiatives.

Applications, with a curriculum vitae and the names and addresses of three referees, should be sent no later than October 16, 1998, to: Dr. M. A. Rosen, Professor and Chair, Department of Mechanical Engineering, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: (416) 979-5265. E-mail: mrosen@acs.ryerson.ca. Applications received after this date will be considered until suitable candidates are found. We thank all candidates for applying, however, only those selected for an interview will be contacted.

Ryerson Polytechnic University is committed to the principles of employment equity in accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RYERSON

REMARKABLE RYERSON! 50 YEARS

ANNONCES CLASSÉES

UNIVERSITY OF TORONTO — Department of Chemistry and Division of Physical Sciences at Scarborough. Tenure-stream appointments in Analytical/Environmental Chemistry. The University of Toronto invites applications for two tenure track positions at the rank of Assistant Professor in Analytical/Environmental Chemistry, effective on or after July 1, 1999. One of the positions is in the Division of Physical Sciences at the University of Toronto at Scarborough, the other in the Department of Chemistry at the St. George campus. Applicants are invited to apply for either position or both. Please specify for which position you wish to be considered and direct your application to the appropriate address below. (Applicants who wish to be considered for both positions may send their application to either address). Applicants should possess a PhD in analytical/environmental chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until November 13th, 1998. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 151, Toronto, Ontario M5S 3H6; email: chair@chem.utoronto.ca; Professor J.C. Thompson, Chair, Division of Physical Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario M1C 1A4; email: jthompso@scitutoronto.ca

UNIVERSITY OF TORONTO — Department of Chemistry. Tenure-stream appointment. The Department of Chemistry, University of Toronto, invites applications for a tenure track position at the rank of Assistant Professor in Organic Chemistry, effective on or after July 1, 1999. Applicants should possess a PhD in organic chemistry or related fields, a strong academic background and an excellent research record. The successful candidate will be expected to conduct an active and innovative research program and to teach at both the undergraduate and graduate level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Applications will be accepted until November 13th, 1998. Applicants should provide a curriculum vitae, a list of publications, a statement of teaching interests, and an outline of their proposed research, and should arrange to have three confidential letters of recommendation sent on their behalf to: Chair of Chemistry, Department of Chemistry, University of Toronto, 80 St. George Street, Room 150, Toronto, Ontario M5S 3H6.

McMASTER UNIVERSITY invites applicants for two tenure-track positions, one each in synthetic inorganic and bio-organic chemistry, to commence July 1st 1999. The bio-organic position is joint with Biochemistry and the successful candidate will be expected to interact with members of both Departments. Applicants should hold a Ph.D., preferably with relevant post-doctoral experience; they are expected to develop a strong research program, and to participate fully in teaching at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications, including a curriculum vitae, a statement of research interests and letters from three referees should be sent by January 15th, 1999, to Dr. M.J. McGlinchey, Chair, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada L8S 4M1. Tel: (905) 525-9140, ext 24504; Fax: (905) 522-2509.

CLINICAL STUDIES

UNIVERSITY OF GUELPH — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Emergency Medicine/Critical Care at the rank of Assistant Professor. This position will become available November 2, 1998. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and must be a diplomat of the American College of Veterinary Emergency and Critical Care (ACVECC) or eligible for that certification examination. Preference will be given to candidates with outstanding teaching and communication skills, and a strong background in clinical medicine and/or surgery. Applicants should have at least two years post-residency teaching experience at the undergraduate level. An advanced degree at the doctoral level and demonstrated research experience is required since research of a collaborative or independent nature consistent with the research goals of the Department is expected. Responsibilities - The successful candidate will be responsible for the undergraduate and graduate didactic and clinical teaching of emergency medicine and critical care of companion animal patients admitted to the intensive care unit of the Veterinary Teaching Hospital. The unit which was recently renovated and enlarged deals with approximately 2400 cases per year and is staffed with full-time technicians. Currently there is one DVSc (combined clinical residency graduate training) position assigned to the unit. It is expected that clinical research activities will comprise 25 to 30% of the effort associated with the position. The salary for this position will be negotiable and commensurate with qualifications and experience. The starting date will be negotiable but a November 1998 date would be preferred. The deadline for applications will be October 30, 1998 or until the position is filled. Contact Dr. Stephen Kruth, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1, (519) 823-8800, ext. 4080, Fax: (519) 767-0311, e-mail: skruth@ovcnet.uoguelph.ca., and provide a letter of application, a current curriculum vitae, documentation of licensure and diplomat status in the ACVECC and the names of at least three referees. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval.

UNIVERSITY OF GUELPH — Small Animal Surgery, The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Small Animal Surgery at the rank of Assistant Professor, which will be available November 1, 1998. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomat of the ACVS or eligible for that certification examination. Preference will be given to candidates with advanced degree, demonstrated research capability and at least two years post-residency teaching experience at the undergraduate level. Responsibilities: The ideal candidate should have a strong background in clinical surgery and outstanding teaching and communication skills. The successful candidate will work with four other surgeons to provide didactic and clinical instruction in Small Animal Surgery and related disciplines to undergraduates, interns, residents and graduate students. Service activities will include the management of patients and consultation in the Veterinary Teaching Hospital, and limited administrative activities. Research of a collaborative nature consistent with the research goals of the Department and College is expected. The rank and salary for this position will be negotiable and commensurate with qualifications and experience. Starting date: The starting date will be negotiable but a November 1, 1998 date would be preferred. The deadline for applications will be October 31, 1998. Contact Dr. S. Kruth, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1; (519)823-8800, ext. 4012, Fax: (519)-767-0311, e-mail: skruth@ovcnet.uoguelph.ca., and provide a letter of application, a current curriculum vitae, documentation of licensure and diplomat status in the ACVS and the names of at least three referees. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

COMMUNICATION SCIENCES & DISORDERS

MCGILL UNIVERSITY — School of Communication Sciences and Disorders. Assistant Professor (two positions): Excellent career opportunity to join a dynamic Communication Sciences and Disorders Department at an outstanding research university. Requires a PhD in Communication Sciences and Disorders or related field and evidence of scholarly excellence, including the potential to obtain external funding. Two positions are available. Preference will be given to applicants with expertise in (1) phonological development/disorders and (2) neuromotor control/speech physiology. Duties include teaching of M.Sc./PhD students in Speech-Language Pathology and research supervision of M.Sc./PhD students in Communication Sciences and Disorders. Salary commensurate with qualifications and experience. Start date September, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill is an equal opppprtunity employer. Please send curriculum vitae with three leters of recommendation and copies of representative publications to the search committee c/o Dr. Ruthel Mayberry, Director, School of Communication Sciences and Disorders, McGill University, 1266 Pine Avenue West, Montreal, Quebec, Canada, H3G 1A8. Telephone (514) 398-4137, e-mail cymy@musica.mcgill.ca. Application deadline for both positions is Jan. 1, 1999.

COMMUNITY HEALTH SCIENCES

THE UNIVERSITY OF MANITOBA is seeking a contingent geographical full-time (GFT) staff member at the rank of Associate Professor for the position as Director of the I.A. Hildes Northern Medical Unit, Department of Community Health Sciences, The University of Manitoba. The Northern Medical Unit has a 30 year history of participating with First Nations and Inuit communities in the provision of professional health services. The Position of Director is both administrative and academic in nature. The administrative role is to provide direction, vision and support to program staff. Duties would include supervision and recruitment of physicians, organization of programs, and financial accountability for the Unit's activities. Additional roles include liaison with governments, communities and Aboriginal organizations and leaders. The successful applicant will be expected to assume a teaching role in the Department of Community Health Sciences at the Undergraduate, Graduate and Postgraduate medical levels. There is an expectation to develop and participate in research activities in Aboriginal health. The successful applicant should have experience in the provision and coordination of health services to Aboriginal peoples. The applicant must be visionary regarding the development of community-based health care systems and be knowledgeable about, and supportive of the evolving roles of University outreach programs in a climate of change. Candidates must hold a Medical Degree with Senior Specialty qualifications in Community Health Sciences in the country of current practice or postgraduate education in community/public health, or health care administration. Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba. Certification by the Royal College of Physicians and Surgeons of Canada is preferred. Salary will be commensurate with qualifications and experience. The applicant must have a recognized and positive working relationship with Aboriginal communities. Knowledge of an Aboriginal language would be an asset. The University of Manitoba encourages applications for qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Interested candidates should apply enclosing curriculum vitae by October 30, 1998, to: Department Head, Community Health Sciences, Faculty of Medicine, The University of Manitoba, P120-750 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3.

COMPARATIVE LITERATURE

UNIVERSITY OF ALBERTA — The Faculty of Arts at the University of Alberta is engaged in an extensive process of staff renewal and is committed to ensuring that the substantial number of hirings anticipated over the next several years will secure for the future the lively and productive intellectual environment on which it prides itself. The University of Alberta is seeking to fill a position in Comparative Literature, with specialization in Modern Chinese Literature and Culture with the starting date July 1, 1999. This is the result of our successful application for the Chang Ching-kuo Foundation Enhancement Award, which will fund a junior assistant professor in Comparative Literature and related cultural studies for a three year period, after which the University will endeavor to make the position permanent. Entry level salary for assistant professors is currently $40,638. The successful candidate should have a PhD and show promise of excellence in both research and teaching. While teaching is primarily at an undergraduate level, a strong graduate programme will provide opportunities for advanced work. Comparative Literature has close relations with East Asian Studies and with the Department of History and Classics, both of which have flourishing graduate programmes, and the University of Alberta has oriented itself to rapid globalization. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Letters of application, CVs, all university transcripts, and the names of three referees should be sent by January 15, 1999 to the Acting Chair, Comparative Literature, Religion and Film/Media Studies, 3-47 Arts Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COMPUTER SCIENCE

McGILL UNIVERSITY — The School of Computer Science at McGill University wishes to invite applications for two tenure-track positions at the assistant professor level, to begin June 1st, 1999. One position is in the systems area, including, but not limited to, networks, architecture, real-time systems. The other position is in the general area of computational intelligence, including, but not limited to, machine learning, model-checking, reasoning with uncertainty, speech understanding, neural nets. Hard copy applications, including a curriculum vitae, a list of publications with copies of one or two sample reprints, a research proposal and the names and e-mail addresses of three references should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318 3480 University Street, Montreal, QC H3A 2A7. The review process will start December 1st, 1998 and the search will continue until the positions are filled. Further information and the status of the job search can be found on our web page, www.cs.mcgill.ca. McGill University is committed to equity in employment and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

LAKEHEAD UNIVERSITY — The Department of Computer Science at Lakehead University invites applications for a probationary (tenure-track) appointment at the level of assistant professor beginning January 1, 1999. Excellent candidates from all other areas are encouraged to apply. We prefer a PhD with a good research record and teaching experience, and will consider a candidate with "all but PhD dissertation" status. This appointment is subject to final budgetary approval. Interested applicants should submit a

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The UNIVERSITY of WINNIPEG

UNIVERSITY LIBRARIAN

Applications are invited from qualified candidates for the position of University Librarian, to take office on 1 January 1999 or as soon as possible thereafter.

The Library at the University of Winnipeg supports teaching, learning and research in the Faculties of Arts and Science, Theology and Continuing Education and in Education and Collegiate programs. The library, which has been recently reviewed, serves approximately 7,500 full- and part-time students and 270 faculty. The University Librarian is a senior University administrator who reports to the Vice-President, Academic, serves as an Associate Member of Senate, participates in University committees, works cooperatively with consortia, and represents the University at provincial, regional, and national forums. The University Librarian is responsible for all areas of library development, planning, and budgeting for a library of approximately 500,000 volumes and 1700 serials and directs a staff of 37 full-time employees.

The new University Librarian will have professional qualifications in librarianship and a further advanced degree or equivalent experience; at least five years academic library experience, including administrative experience; proven ability to provide leadership within a collegial environment, an in-depth understanding of the information requirements of a university community and a thorough familiarity with the changing nature of information resources and their management; strong financial, interpersonal, managerial and organizational skills; demonstrated understanding of technology and its potential for addressing the information service needs in a university-wide setting; and the vision and ability to implement innovative approaches to the provision of library service.

Deadline for applications is **30 October 1998**. Letters of application with curriculum vitae and the names, addresses and telephone numbers of three referees should be addressed to: **Dr. Katherine Schultz, Associate Vice-President (Academic), University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9.** Additional information about The University of Winnipeg and the Library is available at www.uwinnipeg.ca.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Winnipeg is committed to equity in employment.

UNIVERSITÉ YORK UNIVERSITY — Toronto, Canada

Tenure Track Appointment — 1999-00

York University, Faculty of Education, invites applications for the following new position:

LANGUAGE: Language & Literacy Education

The Context:
The Faculty of Education offers innovative pre-service, professional development and graduate programs (M.Ed, PhD). We are committed to building our teacher education programs around academic frameworks for language, culture and teaching. The Faculty values collaboration and an interdisciplinary orientation to education. Its staffing approach encourages tenure-track faculty in Education to work with educators seconded from their school boards and with colleagues from other academic departments across the University. The York Campus is ideally situated at the centre of the Greater Metropolitan Toronto area and the Faculty works closely with culturally diverse urban school settings.

The Candidates:
Candidates will have completed a doctorate and present evidence of broad engagement with study and practices associated with the position listed above. Candidates must present evidence of the ability to: establish a strong program of scholarly research; provide excellence and leadership in undergraduate and graduate teaching and supervision; collaborate with colleagues in the field and across the University; and, be actively involved in the field of education.

The Appointment:
While preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The appointment would commence as early as 1 September 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified people of colour, Aboriginal/First Nations people, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:
A detailed letter of application should address your qualifications and research in relation to the advertised position and to the context described above. Submit your curriculum vitae, one sample of your scholarly writing, and only the names/addresses of three or more potential referees to:

Dr. Stan Shapson, Dean, Faculty of Education
c/o S853 Ross Bldg., York University,
4700 Keele Street, North York, Ontario M3J 1P3

Internet: bmerri@edu.yorku.ca (Bev Merriman, Secretary to Search Committee). Letters and C.Vs only can be sent online in WP format while scholarly materials must be mailed. Phone: 416-736-5002 (for further information; ask for Bev Merriman).

Closing Date: 30 November 1998

DEAN OF THE COLLEGE OF SOCIAL AND APPLIED HUMAN SCIENCE

Applications and written nominations are invited for the position of Dean of the College of Social and Applied Human Science. The College of Social and Applied Human Science is a newly constituted academic body unique in Canada. It replaces the former Colleges of Social Science and Family and Consumer Studies, and includes the Departments of Consumer Studies, Economics, Family Studies, Geography, Political Science, Psychology, and Sociology and Anthropology, as well as the School of Hotel and Food Administration. It has approximately 140 faculty, 45 staff, and nearly 700 M.A., M.Sc. and Phd. students; its undergraduate course enrolments number approximately 32,500 annually. Interdisciplinary programs include Collaborative International Development Studies, Canadian Studies, Information Systems and Human Behaviour, and Environmental Studies.

For its first dean, the College seeks a strong, articulate, inspirational leader with a commitment to realizing the vision of the new college, as well as profound respect for the diversity of scholarship (theoretical, applied, and professional, disciplinary and interdisciplinary), and a record of high achievement in education, research, and administration. The successful candidate will be a proven academic change agent and an outward-looking individual who is determined to promote the College and bring its wide-ranging expertise to bear on social issues and public policy, for the benefit of individuals and society at large.

The appointment will be for a five year term renewable for a further five years and will include a tenured faculty appointment in an appropriate department. It will begin July 1, 1999, or earlier if possible. Applications and nominations should be submitted by **November 13, 1998** to **Dr. Iain Campbell, Provost and Vice-President, Academic, University of Guelph, Guelph, Ontario, N1G 2W1.**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY of GUELPH

CLASSIFIEDS

curriculum vitae, and the names and addresses of three referees to: Dr. D. Kemp, Acting Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario, P7B 5E1. Further information can be obtained from Dr. M Hasegawa, Chair of the Department of Computer Science e-mail: minoru.hasegawa@lakehead.ca. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Department of Computer Science. The University of Waterloo invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being the leader in Computer Science education and home to a diverse research program of international stature. Because of its recognized strengths and breadth, the Department is able to attract extremely well-qualified students at both undergraduate and graduate levels; these students contribute extensively to the Department's vitality. Priority will be given to candidates with extensive experience in designing, implementing, and evaluating practical software systems, and especially those with expertise in distributed systems, network computing, programming languages, software engineering, or database systems. Other successful candidates may have teaching and research expertise in those fields more broadly or in artificial intelligence, computer graphics, data structures design, or design tools and methods. Successful applicants will be expected to develop and maintain a productive research program, to attract and develop highly valued graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Candidates at all levels of experience are encouraged to apply. Rank and salary will be commensurate with experience. With over 40 full-time faculty members, including six new appointments in 1998, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-op program in North America. The Department has an excellent reputation in pure and applied research. For further information about the Department, please see http://math.uwaterloo.ca/CS_Dept/. Applications should include a curriculum vitae and the names and e-mail addresses of at least three references. The application should be directed to the Chair: Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. The Department will begin to consider applications in December 1998; applications will be considered as soon as they are complete and until April 1999 as long as positions remain available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

DRAMA & SPEECH COMMUNICATION

UNIVERSITY OF WATERLOO — Drama and Speech Communication. Assistant/Associate Professor. The University of Waterloo invites applications for a tenure-track position as Director of Production in the Department of Drama and Speech Communication beginning July 1, 1999. Responsibilities include scheduling and budgeting 4 to 5 productions per year, teaching in area(s) of expertise, supervising/mentoring students, and university service. Secondary areas should include scene and/or lighting design and carpentry, plus a very strong knowledge of all aspects of production. Collaborative skills are essential. Qualifications include previous teaching experience and a strong link with the professional theatre community. Salary range commensurate with qualifications and experience. Send letters of application, vita/resume and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: October 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

EARTH & PLANETARY SCIENCES

MCGILL UNIVERSITY — Department of Earth & Planetary Sciences. Assistant Professor/Sedimentology Geology. The Department of Earth and Planetary Sciences invites applications for a tenure track position at the rank of assistant professor in the field of sedimentary geology. The successful candidate will hold a PhD and will normally have had post-doctoral experience in one or more of the following disciplines: sedimentology, stratigraphy, petroleum geology, paleontology, and basin analysis. An outstanding researcher and teacher is sought who will complement existing strengths in the Department and has the capacity to contribute broadly to its diverse missions. This individual will be expected to teach at the graduate and undergraduate levels, participate in Departmental activities in the newly created McGill School of Environment, supervise the research of graduate students, and establish a vigorous research program. The anticipated starting date for the position is August 1, 1999. Review of applications will begin immediately and will continue until the position is filled. Full consideration will be given to applications received before December 31st, 1998. Candidates should provide a curriculum vitae and a statement of research interests, and arrange for three letters of reference to be sent to: Professor A.E. (Willy) Williams-Jones, Chair, Department of Earth and Planetary Sciences, McGill University, 3450 University Street, Montreal, QC, Canada, H3A 2A7; Tel: 514-398-6767; Fax: 514-398-4680; http://www.eps.mcgill.ca/. In accordance with the Canadian employment and immigration regulations, this advertisement is directed at Canadian citizens and permanent residents of Canada. Applications from all outstanding candidates will, however, be considered in filling the position. McGill University is committed to equity in employment.

ECONOMICS

QUEEN'S UNIVERSITY — The Department of Economics at Queen's University expects to have one entry-level tenure track faculty position beginning in 1999. Candidates should have a PhD completed or near completion and have excellent qualifications for research and teaching. Most fields of specialization will be considered, but of special interest are international economics, microeconomics, and macroeconomics. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, and gay men and lesbians. Applications for the above position must be received by December 1, 1998. To apply for this position, applicants should visit our Web Site at http://qed.econ.queensu.ca/recruit. Candidates should click on APPLICATION FORM at the bottom of the page to access our electronic application form. Applicants who do not have access to the internet should send a letter of application, curriculum vita, three letters of reference, and copies of research papers to Professor Lorne Carmichael, Recruiting Chair, Department of Economics, Queen's University, Kingston, Ontario, K7L 3N6.

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a two-year limited term appointment at the rank of Assistant Professor commencing July 1, 1999. Candidates must have a PhD (completed or near completion) preferably with some teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. This advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. A smoke-free working environment is provided. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three references should be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

MCMASTER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track position at the level of assistant professor in the Department of Economics at McMaster University. The Department of Economics is seeking candidates undertaking research in the field of macroeconomics, broadly defined to include, for example, international and monetary economics. The position has become available as part of McMaster University's strategic initiative in Globalization and the Human Condition and will commence 1 July 1999. The successful candidate will be joining, and will be expected to operate effectively in, a research-oriented department with an active graduate programme leading to the degrees of M.A. and PhD in economics. The appointee will hold, or be in the advanced stages of working towards, a PhD in economics. Responsibilities will include undergraduate and graduate teaching, and the supervision of graduate students. The successful candidate will also be expected to carry out an independent research programme yielding significant peer-reviewed publications. This position has been cleared for simultaneous advertising at the second tier level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada. McMaster University is committed to the principles of employment equity. Women, indigenous peoples, persons with disabilities, and individuals from visible minority groups are particularly encouraged to apply. Interested candidates should send a letter of application and a curriculum vitae and request that three academic referees send supporting letters to Stuart Mestelman, Chair, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4, telephone: (905) 525-9140 x 24591, facsimile: (905) 521-8232, electronic mail: econch@mcmaster.ca. The closing date for applications is 15 November 1998.

UNIVERSITY OF GUELPH — The Department of Economics invites applications for a tenure track position at the assistant professor level. The successful candidate will hold, or have nearly completed, a Ph.D. in Economics and must demonstrate (i) the ability to pursue a well-structured program of high-quality research in Macroeconomics leading to significant peer-reviewed publications in this field and (ii) the interest and ability to teach Macroeconomics to the advanced graduate level as well as the undergraduate level. Appointment will be as of August 1, 1999 or as negotiated. Applications should include curriculum vitae and names of three referees and should be submitted not later than December 20th, 1998 to Dr. C.J. McKenna, Chair, Department of Economics, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519-824-4120, Ext. 3054; FAX: 519-763-8497). More information about the Department can be found at website: http://www.economics.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The appointment is subject to final budgetary approval.

CARLETON UNIVERSITY — Department of Economics. Subject to budgetary approval, applications are invited for a preliminary appointment at the rank of Assistant Professor starting in the 1999-2000 academic year. The position requires a completed PhD (or expected in 1999), evidence of high quality scholarly research and good teaching potential. Although outstanding candidates in all fields will be seriously considered, the department is especially interested in adding strength in the areas of monetary economics, public finance, industrial organization, international economics, economic development, and economics of the environment. Contact: Nicholas Rowe, Chair, Department of Economics, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. Applications should be received by December 1, 1998 and should include the candidate's curriculum vitae and samples of

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DIRECTOR

Summer Programme 2000 in India for Canadian Students

The Shastri Indo-Canadian Institute invites applications for the position of Director for the 2000 summer programme in India for Canadian students. The programme is part of the Institute's development studies programme which falls within the CIOA-Shastri project-phase 2. The CSP-2 is funded by the Canadian International Development Agency (CIDA).

The Summer Programme is intended to familiarize participants with India's development challenges and culture. It will involve lectures by Indian scholars as well as visits to ongoing development projects and will last for approximately nine weeks between early June and early August 2000. The Summer Programme is a full-credit course accredited by Dalhousie University. It is expected to focus on such development themes as:

- Development and the Environment
- Social and Economic Reform
- Private Sector Development
- Gender and Development

The ideal candidate for this demanding position will be a Canadian academic with established expertise in South Asian and Development Studies with the skills necessary to work with a group of Canadian students selected from a highly competitive competition. The Director will be expected to live and travel with the participants, to take an active role in the course preparation and orientation sessions, to supervise participants academically and otherwise, and to submit both a final report and evaluation upon returning to Canada.

The Director's travel and living expenses during the duration of the programme will be borne by the Institute. In addition, the Director will receive an instructor's salary plus a small honorarium.

Applications should include a cover letter, a curriculum vitae, and the names of two persons competent to evaluate the applicant's suitability for the position. The Institute reserves the right to contact evaluators of their own choice.

Complete applications must be received at the following address by ***February 1, 1999.***

Programme Officer, Development Studies Programme
Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB, T2N 1N4
Phone: (403) 220-7467
Facsimile: (403) 289-0100
Email: sicf@ucalgary.ca

Please note that applications sent by facsimile are not accepted.

Mount Saint Vincent University
Halifax, Nova Scotia

invites nominations/ applications for the

Nancy's Chair in Women's Studies

The Chair appoints to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women. The length of the appointment is for a negotiable term, minimally one academic year (12 months), beginning on or about July 1, 1999.

The holder of the Chair should be a distinguished scholar or generalist of stature. Duties include teaching a senior seminar in Women's Studies each term, carrying out a research program, stimulating discussion on Women's Studies on campus, involvement with regional universities and community women's groups.

Nominations and/or applications, the latter accompanied by a curriculum vitae and names and addresses of three referees, should be sent prior to December 31, 1998 to:

Dr. David Furrow
Dean of Arts & Science
Mount Saint Vincent University
Halifax NS B3M 2J6 Canada
e-mail: david.furrow@msvu.ca

McGill

Assistant Professor Department of Economics

Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position. Applicants must have a doctorate (or expect to complete by May 1999) and show strong potential for excellence in research and teaching. (Funds permitting, exceptionally well-qualified candidates at the associate level, ones with international reputations and a record of good teaching, may be considered.) The applicant's primary field of specialization should be economic theory. Preferably, he or she should also be capable of teaching in one or more additional related fields such as public finance, industrial organization, international trade, and finance. Please send applications, curriculum vitae and three confidential letters of reference to:

Prof. Chris Green, Chair
Department of Economics, McGill University
855 Sherbrooke St. West
Montreal, Quebec, H3A 2T7 Canada

Closing date for applications is **30 November, 1998.**
In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Dean, Faculty of Management
The University of Calgary

THE UNIVERSITY OF CALGARY

The University of Calgary invites applications and nominations for Dean of the Faculty of Management, with the appointment commencing July 1, 1999.

The University of Calgary, with about 23,000 full-time students and 3,200 academic and support staff, is a vigorous centre of education and scholarly inquiry with growing national and international stature. It is one of Canada's ten most research-intensive institutions, with over $100 million annually in external research funding.

The Faculty of Management is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. It is accredited by the AACSB and takes full advantage of being in a city which is second in Canada for major corporate headquarters location. With its 87 full-time equivalent faculty, the Faculty of Management serves 1,200 business undergraduate and 400 graduate students in programs leading to the Bachelor of Commerce, Bachelor of Hotel and Resort Management, Bachelor of Accounting Science, MBA, and Ph.D. degrees. The Faculty also offers international programs in Asia, Europe, and South America.

The successful candidate for Dean will have an exceptional record of achievement, commitment to excellence in research and teaching, proven leadership, and the ability to develop and maintain strong relationships with on-campus and off-campus constituencies. While an earned doctorate in an appropriate discipline is highly preferred, accomplishments in a related non-academic environment – such as business or government – will be considered.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The University's Search Committee will begin considering applications and nominations in mid-October 1998. Please respond in confidence with an appropriate covering letter and curriculum vitæ, or submit nominations to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto ON M5R 2J9 Fax: (416) 923-8311

Janet Wright & Associates Inc.

ANNONCES CLASSÉES

published or written research. Applications should also request three or more letters of reference to be sent directly to the Chair. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

UNIVERSITY OF TORONTO — Assistant or Associate Professor Tenure-Stream Appointments, one on the St. George campus and one on the Erindale campus, subject to budgetary approval. Field preference is Applied Economics or Economic Theory. PhD degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter. Appointments effective July 1, 1999; salary commensurate with qualifications. Interested candidates should write by November 30, 1998, providing a curriculum vitae and the names of three referees to: Professor M. Fuss, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Assistant or Associate Professor, Tenure-Stream Appointments, on the St. George campus, subject to budgetary approval. Two positions in Econometrics, one in Economic Theory or Applied Economics. PhD degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter. Appointments effective July 1, 1999; salary commensurate with qualifications. Interested candidates should write by November 30, 1998, providing a curriculum vitae and the names of three referees to: Professor M. Fuss, Chair, Recruiting Committee, Department of Economics, 150 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7 Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — Department of Economics Three tenure-track positions: (1) Associate or Full Professor, (2) Associate Professor and (3) Assistant Professor. Starting date: July 1, 1999. The positions are subject to final budgetary approval. Outstanding candidates in any area will be considered seriously but one of the three positions will be filled by a theorist. Qualifications: Ph.D (or solid indication of imminent completion for the position of Assistant Professor), demonstrated excellence or clear promise of excellence in teaching and research commensurate with experience. Salaries competitive with other Canadian universities. Please note that the application deadline is October 30, 1998 for the positions of (1) Associate or Full Professor and (2) Associate Professor and December 1, 1998 for the position of Assistant Professor. Application, including c.v., The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

ENGINEERING

UNIVERSITY OF TORONTO — The Department of Electrical and Computer Engineering at the University of Toronto offers an excellent environment for research and education at the graduate and undergraduate levels, and consistently ranks among the top 10 departments in its field in North America. The Department is undergoing a major expansion. Applications are invited for tenure-stream Assistant Professor positions in all areas of computer engineering, including but not limited to architecture, software engineering, software systems, hardware design and multimedia. A PhD degree is required, normally in electrical engineering, computer engineering, or computer science. The Department attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on the departmental web page: http://www.ece.toronto.edu. Applicants should send a curriculum vitae and a list of three references to Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The search will continue until all positions are filled. To ensure consideration, please respond by November 13, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF TORONTO — The Department of Electrical and Computer Engineering at the University of Toronto offers an excellent environment for research and education at the graduate and undergraduate levels, and consistently ranks among the top 10 departments in its field in North America. The Department is undergoing a major expansion. Applications are invited for tenure-stream Assistant Professor positions in communications systems, including all aspects of design, management and application of wireless, wired, and optical networks, multimedia and their applications, wireless systems, mobile communications, and communications algorithms. The Department attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on the departmental web page: http://www.ece.toronto.edu. Applicants should send a curriculum vitae and a list of three references to Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The search will continue until all positions are filled. To ensure consideration, please respond by November 13, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF TORONTO — The Department of Electrical and Computer Engineering at the University of Toronto offers an excellent environment for research and education at the graduate and undergraduate levels, and consistently ranks among the top 10 departments in its field in North America. The Department is undergoing a major expansion. Applications are invited for tenure-stream Assistant Professor positions in microelectronics. We are seeking candidates with research interests in high-speed and low-power digital circuits and systems, analog circuit design and RF circuits. The Department attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on the departmental web page: http://www.ece.toronto.edu. Applicants should send a curriculum vitae and a list of three references to Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The search will continue until all positions are filled. To ensure consideration, please respond by November 13, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

UNIVERSITY OF VICTORIA — Department of Electrical and Computer Engineering. Applications are invited for a tenure-track faculty position in computer engineering or wireless communications. The position is available immediately and will be at the Assistant or Associate Professor level. Outstanding candidates with teaching and/or research experience in computer networks, computer communications, parallel or real-time computing systems, wireless communications are of particular interest. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research. A PhD or equivalent qualification is required. Professional Engineering registration or eligibility is an asset. Salary will be commensurate with qualifications and experience. The Department has 18 faculty members with 6 IEEE Fellows and $2.3M in annual research funding. More information on the Department can be found at http://www.ece.uvic.ca/. Applicants should send a curriculum vitae and the names and postal/email addresses of at least three referees to: Dr. N. Dimopoulos, Chair, Dept. of Electrical and Computer Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC, Canada, V8W 3P6; Fax (250) 721-6052. Applications should be received by November 5, 1998. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. This advertisement is directed to both Canadian and international candidates.

UNIVERSITY OF NEW BRUNSWICK — Department of Chemical Engineering. The University of New Brunswick invites applications for an Associate Chair position in the Dr. Jack McKenzie Limerick Pulp and Paper Research and Education Centre. This is a tenure-track faculty position at the Assistant Professor level in the Department of Chemical Engineering. Candidates should be specialized in any of the broad areas of papermaking, wet end chemistry, pulping and others related to the pulp and paper industry, and should have a PhD in Chemical Engineering, or a related discipline, and a strong commitment to research and teaching. The pulp and paper industry is the largest manufacturing industry in New Brunswick. The Limerick Pulp and Paper Centre, established in 1994, provides the research and teaching programs that address the needs of the industry. Information about the Centre and the Chemical Engineering Department can be found at http://www.unb.ca/web/che/. The position, which is subject to final budgetary approval, is scheduled to take effect January 1, 1999. Candidates should write to the Chair, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, NB, E3B 5A3, enclosing a full curriculum vitae and the names and addresses of three referees. Closing date: October 31, 1998. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF TORONTO — The Department of Electrical and Computer Engineering and the Department of Mathematics at the University of Toronto invite applications for a joint tenure-stream Assistant Professor position to build on the collaboration between the two departments in research and teaching. The successful candidate will have a demonstrated ability as a researcher in mathematics and in the application of mathematics in electrical and computer engineering. Areas of interest include applied probability, stochastic differential equations and computational partial differential equations, and their application in communications, network modelling or real-time systems. The position involves teaching and research in Electrical Engineering, Computer Engineering, and Mathematics. Candidates must have a doctoral degree, an outstanding academic record and an effective teaching ability. Additional information can be found on the Web pages at: http://www.ece.toronto.edu and http://www.math.toronto.edu. Applicants should send a curriculum vitae, including a statement about teaching and research interests. They should also arrange for at least three reference letters about their research and teaching abilities to be sent to: Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Room 1024, Toronto, Ontario M5S 3G4, Canada. To ensure consideration, please send the application material by October 30, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, and physically challenged persons.

UNIVERSITY OF VICTORIA — Faculty of Engineering. Applications are invited for a regular tenure-track Assistant Professor position to begin

ACADEMIC RESPIROLOGIST
Department of Medicine
University of British Columbia

The Division of Respiratory Medicine, University of British Columbia and Vancouver Hospital and Health Science Center invites applications for a position as an academic respirologist with special expertise in tuberculosis, asthma or occupational lung disease. The position will involve clinical, teaching and research responsibilities. The Vancouver Hospital is a 1600 bed tertiary referral centre in which lung disease is a clinical and research centre of excellence.

The anticipated start is January 1, 1999.

Salary and rank will be commensurate with qualifications and experience. Please submit a letter of application, a CV, a statement of areas of interest, expertise, and strengths and the names of three referees no later than September 15, 1998 to:

UBC

Dr. John Fleetham
Head, UBC Division of Respiratory Medicine
2775 Heather Street
Vancouver BC V5Z 3J5

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

Queen's University at Kingston
Assistant Professor — Geomatics/Geography

Available from July 1, 1999: a tenure track position at the Assistant Professor level in *Geomatics/Geography*. Ph.D. required. Salary will be commensurate with qualifications and experience. Applicants should combine formal training in the application of airborne and satellite remote sensing technology with a strong thematic research program in an area of either human or physical geography that complements existing departmental research strengths. Additional expertise in any combination of GIS, spatial statistics, spatial modeling, and computer-aided cartography would be an added advantage. The appointee will be expected to contribute to teaching in both graduate and undergraduate programs and develop a strong research program.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Candidates should submit a letter of application, curriculum vitae, a sample of their scholarly writing and the names of three referees by *November 15, 1998* to *Dr. Anne Godlewska, Acting Head, Department of Geography, Queen's University, Kingston, Ontario, K7L 3N6.*

FACULTY OF MANAGEMENT

has probationary (tenure-track) positions beginning July 1, 1999 in the fields of:

MANAGEMENT INFORMATION SYSTEMS
STRATEGIC MANAGEMENT / BUSINESS POLICY
MARKETING
ACCOUNTING
ORGANIZATIONAL BEHAVIOUR/THEORY
HUMAN RESOURCES MANAGEMENT
FINANCE
INTERNATIONAL BUSINESS/MANAGEMENT

University of Lethbridge
4401 University Drive
Lethbridge Alberta Canada
T1K 3M4

Positions are open to those with teaching and research experience as well as recent doctoral graduates and those in the final stages of doctoral completion. We are seeking dynamic individuals with strong research and teaching interests within these areas.

The University of Lethbridge serves 5500 students. The Faculty of Management has a student body of over 1000 with 45 faculty and 15 staff members. We are enjoying a period of growth and are interested in individuals who can contribute to our development with strong research and teaching abilities. Also, preference will be given to individuals with an international orientation or those interested in developing linkages with the business community.

Lethbridge is a community of approximately 70,000 with excellent schools, recreational and cultural facilities located 120 miles south of Calgary and 70 miles from Waterton Lakes National Park in Canada's Rocky Mountains.

Please direct your inquiries and your application, including your resume, three letters of reference, and evaluations of teaching effectiveness to:

Dr. Ali Dastmalchian, Dean
Faculty of Management
The University of Lethbridge
Fax (403) 329-2038 Phone: (403) 329-2633
E-Mail: beth.austring@uleth.ca

Closing Date: November 15, 1998

Appointments are subject to budgetary approvals.
The University of Lethbridge is an equal opportunity employer.

Queen's University at Kingston
Faculty Appointments — Faculty of Law

Queen's University Faculty of Law invites applications for two initial tenure track appointments at the rank of Assistant or Associate Professor, to begin July 1, 1999. The Faculty is seeking candidates who will enrich teaching and research and contribute actively to the life of the academic community at Queen's and beyond. The main criterion of interest to the selection committee is academic excellence, as reflected in the candidate's scholarly and teaching record and demonstrated potential. Applicants must have completed, or be close to completing, graduate studies in law.

Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

Each full application should include a curriculum vitae, a brief statement of current and prospective research interests and a statement regarding teaching experience or potential. Applicants should also supply information concerning any interruptions in their academic careers and other factors which may have affected their capacity to complete scholarly work. It is the responsibility of the applicants to have letters from at least three referees sent directly to the address below. The deadline for receipt of completed applications, including letters of reference, is **October 15, 1998.**

Applications and letters of reference should be sent to: **Dean Alison Harvison Young, Faculty of Law, Queen's University, Kingston, Ontario, Canada K7L 3N6.** Telephone: 613-545-6000, extension 4285; Fax: 613-545-6509.

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Concordia University Faculty of Arts and Science

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Going into the 21st century, Concordia University's Faculty of Arts & Science has developed a strategic plan to build upon its recognized strengths.

APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for a tenure-track appointment. The position is for a human systems development specialist with expertise that includes organizational development and redesign, process consultation, and intensive small group based training. This exciting, new, multidisciplinary department includes an MA program in Human Systems Intervention and BA programmes in Human Relations in which this person will teach. The successful candidate will have a doctorate in a relevant social science discipline. He or she will have professional training in organizational development, human relations and group process facilitation, and practical experience as an external or internal consultant to large organizations. The position also requires expertise in conducting applied, intervention-related research. Bilingualism is desirable.
Dr. Randy Swedburg, Chair, Department of Applied Human Sciences.

BIOLOGY

The Department of Biology invites applications for a tenure-track position in the field of plant organismal biology. Candidates must have a PhD and postdoctoral experience. The successful applicant will teach in the organismal core curriculum, and will also be encouraged to develop a more advanced course in his/her area of research expertise. He/she will be expected to supervise graduate students and maintain a strong, externally-funded research program. Research may be in any area of plant organismal biology, but preference will be given to candidates whose research complements departmental strengths in ecology and evolutionary biology.
Dr. D. J. Fairbairn, Chair, Department of Biology.

CHEMISTRY AND BIOCHEMISTRY

The Department of Chemistry and Biochemistry invites applications for two tenure-track positions in Organic and Analytical Chemistry. We are seeking candidates whose research interests will complement those of the present faculty and there is a particular interest in the areas of materials science, bio-organic, sensors, electroanalytical, NMR and MS. The successful applicants will have a PhD as well as postdoctoral experience. Candidates will be expected to establish an active research program, as well as teaching at both the graduate and undergraduate levels. A summary of research objectives and a detailed research proposal with start-up requirements should be sent along with the application.
Review of applications will commence January 5, 1999.
Prof. J.A. Capobianco, Chair, Department of Chemistry.

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for a tenure-track appointment in Media Theory. Candidates' primary areas of research and teaching should focus on Media Theory and Media Studies. Secondary areas of expertise in Qualitative Research Methods or Cultural Policy Studies would be ideal. Applicants must hold a PhD in Communication Studies or in a cognate field. Related teaching experience and research expertise are essential. In addition, a working knowledge of French is required for participation in the Inter-university doctoral program in Communication (Concordia-Université de Montréal-UQAM). Principal responsibilities would include teaching and supervising students at the BA, Graduate Diploma, MA, and PhD levels.
Martin Allor, Chair, Department of Communication Studies.

ECONOMICS

The Department of Economics invites applications for a tenure-track position in the general area of Theoretical or Applied Microeconomies (including International Economies, Financial Economics, Industrial Organization, Development Economics and Labor). Candidates should have a PhD (or a near completed PhD) and will be expected to teach at both undergraduate and graduate levels as well as be committed to research.
Christion Belzil, Chair, Personnel Committee, Dept. of Economics.

EDUCATION

The Department of Education invites applications for two tenure-track positions, one in Early Childhood and Elementary Education/Educational Studies, and one in Educational Technology. Candidates for the ECEE/ES position must be able to teach in several of the following areas: educational psychology, curriculum (especially upper elementary), educational foundations (philosophy, history), child development (cognition and learning), research methods.
Supervision of internship placements in elementary schools is also required.
The candidate for the ET position must be able to teach in several of the following areas: educational psychology, research methods, educational computing, distance education, cognitive sciences, educational philosophy and systems theory, multimedia design. A commitment to developing a strong research program, teaching and graduate supervision is essential. Knowledge of French is considered an asset, as is a teacher training background in the case of the ECEE/ES position. Applicants should hold a PhD.
Dr. Richard F. Schmid, Chair, Department of Education.

ENGLISH

The Department of English intends to make a tenure-track appointment at the rank of Assistant Professor in the field of Nineteenth Century British Literature. Applicants should have expertise in literature of the Romantic and Victorian periods and be able to teach across the field. Applicants should have completed or be very near the completion of a PhD. Publications and teaching experience are desirable. A writing sample should be included.
Terence Byrnes, Chair, Department of English.

ÉTUDES FRANÇAISES

Le département d'Études françaises sollicite des candidatures à un poste de professeure ou de professeur de traduction menant à la permanence. Les qualifications recherchées comprennent un doctorat, une expérience pertinente de l'enseignement, des recherches et des publications, une aptitude au travail d'équipe et une connaissance du milieu professionnel. Le département recherche particulièrement des candidat(e)s spécialistes de la théorie et de l'histoire de la traduction. Les candidat(e)s retenu(e)s auront la tâche d'enseigner des cours dans les programmes de traduction de 1er et 2e cycles, d'effectuer des travaux de recherche individuels ou en équipe, d'encadrer les étudiant(e)s, et de participer à l'administration des programmes.
La date de clôture des candidatures est fixée au 1er novembre 1998.
Madame Lucie Lequin, Directrice du département d'Études françaises.

JOURNALISM

The Department of Journalism invites applications for a tenure-track appointment for which the candidate would have expertise in at least two of the following areas: Broadcast news production (Radio and Television), Writing and Reporting workshops, Social and Political contexts of Journalism, including Comparative International Media systems. Candidates must have a PhD in a relevant field, as well as five years of professional experience as a journalist. Related teaching experience and a research portfolio are essential, as is working knowledge of French.
Responsibilities would include teaching and supervision of both undergraduate and graduate students.
Dr. Enn Raudsepp, Director, Journalism Department.

LIBERAL ARTS

Liberal Arts College invites applications from candidates capable of teaching seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidate, rooted in a specific discipline, must be competent to teach Great Books in the areas of history, philosophy, literature, religion, and political theory. This College privileges excellent teaching in a strongly collegial atmosphere. PhD and record of publications required.
Dr. Geoffrey C. Fidler, Principal, Liberal Arts College.

MATHEMATICS AND STATISTICS

The Department of Mathematics and Statistics invites applications for a tenure-track position in pure or applied mathematics, starting January 1, 1999. Applicants should have a proven record of research and a demonstrated interest in teaching both at the undergraduate and graduate level. Preference will be given to candidates with postdoctoral experience and with computational expertise. The department's research strengths are in the areas of Dynamical Systems, Mathematical Physics and Number Theory. The closing date is extended to October 30, 1998.
The department web page is: http://www-cicma.concordia.ca/math/
Professor Joel Hillel, Chair, Dept. of Mathematics and Statistics.

POLITICAL SCIENCE

The Department of Political Science invites applications for a tenure-track position in public policy/public administration. Candidates are invited to indicate their area of expertise in this field. Additional areas of competence should also be specified. Candidates will be expected to have a completed PhD, teaching and research experience would be an asset.
Dr. Reeta C. Tremblay, Chair, Department of Political Science.

PSYCHOLOGY

The Department of Psychology invites applications for two tenure-track positions, one in the area of Behavioral Neuroscience and the other in the area of cognition and/or perception. Persons with postdoctoral training who have an active ongoing research program in either (a) behavioral neuroscience or (b) cognition or perception are encouraged to apply. The Department has 34 full time faculty positions and offers both an M.A. and Ph.D. degree in addition to B.Sc. and B.A. programs. The graduate program provides a clinical training stream that is fully accredited by CPA and APA. The principal areas of research in the department are behavioral neuroscience, cognition and perception, life span development from infancy to aging and psychopathology. Included among the Department's active research programs are two major research centres, the Center for Research in Human Development and the Center for Studies in Behavioral Neurobiology. Applications will be considered starting November 15th, 1998 but will be accepted until a suitable applicant is found.
Dr. Barbara Woodside, (Neuroscience position) or Dr. Michael von Grunau (Cognition/Perception position)
Chair of Search Committee, Department of Psychology.

RELIGION

Concordia University announces a new Chair in Canadian Jewish Studies and invites applications for this new position in the Department of Religion. The Chair in Canadian Jewish Studies will be responsible for the academic program at Concordia as well as the newly established associated Institute for Canadian Jewish Studies. Candidates should be accomplished scholars with expertise in the field of Canadian Jewish Studies. Candidates from different disciplinary approaches are welcomed. The appointment includes teaching and research as well as outreach Jewish communal institutions. Language fluency in French is desirable. Applications are due by December 1, 1998. The successful candidate will be hired as early as June 1, 1999, but not later than the Fall of 1999. For more information, please send an email to: oppm@vax2.concordia.ca
Professor Michael Oppenheim, Chair, Department of Religion.

SOCIOLOGY AND ANTHROPOLOGY

The Department of Sociology and Anthropology invites applications for a tenure-track position in Sociology. The department is particularly interested in developing further its strength in one or more of the following areas: sociology of crime and justice, classical and contemporary theory, social inclusion/exclusion. Candidates should have a PhD, an active research program, and be prepared to teach at both the undergraduate and graduate levels. Knowledge of French would be an asset.
Two examples of written work should be included.
David Howes, Chair, Department of Sociology and Anthropology.

SPANISH

The Department of Classics, Modern Languages and Linguistics invites applications for a tenure-track appointment in Spanish. Applicants must hold a PhD and have a demonstrated commitment to research in the area of Peninsular literature. Excellence in teaching and native or near-native fluency in Spanish and English are required; familiarity with Spanish philology and Computer Assisted Language Learning techniques will be an asset. Teaching responsibilities are likely to include the Spanish language, the structure and history of the Spanish language, and Peninsular literature and culture at all undergraduate levels.
Dr. A. Teffeteller, Chair, Department of Classics, Modern Languages and Linguistics.

TESL

The Centre for Teaching English as a Second Language invites applications for a tenure-track position in applied linguistics. The candidate will have had training &/or professional experience in at least three of the following: ESL teaching methods; student teacher supervision; language testing & evaluation; bilingualism & sociolinguistics; English grammar and phonology. The Centre is seeking someone with a strong ESL/TESL background relevant to all aspects of the initial training of teachers primarily for the Quebec school system, an emergent scholarly profile, and the potential to involve students in ongoing research in a graduate program with an emphasis on second language teaching and learning. Applicants will hold a relevant PhD, have an excellent command of English, be proficient in French, and have a record of publications, conference presentations, &/or grant applications. A full description of the position (available from the Director, TESL Centre) must be requested by all candidates prior to applying by December 15, 1998.

Hiring is subject to budgetary approval. These positions, at the rank of Assistant Professor, will begin July 15, 1999 (except where stated otherwise). Applications should consist of a letter of intent, curriculum vitae, publications, statement of teaching and research interests and three letters of reference. They should be submitted by December 15, 1998 (except where stated otherwise) to the Department contact listed above. In accordance with immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

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Concordia UNIVERSITY

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on or after January 1, 1999. Outstanding candidates with research and/or teaching experience in Software Engineering are sought. Duties will include teaching at the undergraduate and graduate levels, graduate student supervision, and research in software engineering or a related area. Expertise complementary to existing research interests in the Department of Electrical and Computer Engineering and/or the Department of Computer Science is of particular interest. Teaching and/or industrial experience is viewed positively. Salary will be commensurate with qualifications and experience. Software Engineering is being developed on an interdisciplinary basis by the Faculty of Engineering. An appointment can be made to either the Department of Electrical and Computer Engineering or to the Department of Computer Science. A joint appointment is also possible. For an appointment in Electrical and Computer Engineering, a PhD in Computer Engineering or a closely related field is required and eligibility for registration as a Professional Engineer is desirable. For an appointment in Computer Science, a PhD in Computer Science or a closely related field is required. Applications will, if applicable, be considered by both Departments. The Department of Electrical and Computer Engineering has 18 faculty members, four specializing in Computer Engineering, and the Department of Computer Science has 23 faculty members. Both Departments are in the Faculty of Engineering. They have a number of very active research groups and have well established graduate programs at the Masters and PhD levels with about 85 students in each Department. The Engineering Laboratory Wing, which opened in 1995, houses excellent teaching and research facilities. This building is adjacent to the Engineering Office Wing, which opened in 1990. High-speed fibre-optic networks link all Faculty facilities and all buildings on campus. More detailed information on the Faculty, the Departments, existing research areas, and the Software Engineering program can be found at http://www.engr.uvic.ca. In an international survey, Victoria was chosen one of the world's ten most livable cities. Information about Victoria can be found on the web at http://www.tbc.gov.bc.ca/tourism/Victoria/victoria.html. Applicants should send a curriculum vitae and the names of at least three referees by October 30, 1998 to: D.M. Miller, Dean, Faculty of Engineering, University of Victoria, P.O. Box 3055, Victoria, B.C., Canada V8W 3P6; Voice: (250) 721-8611; Fax: (250) 721-8676; E-mail: dmiller@engr.uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. Women are particularly encouraged to apply.

THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering at the University of Waterloo is seeking an outstanding candidate for a tenure track faculty position, at the level of assistant professor, in the general area of thin film devices, circuits, and systems pertinent to high speed imaging. This position is in conjunction with our recently established DALSA/NSERC Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have an earned doctoral degree with a strong research record/potential in one or more of the following areas: theory and fabrication of thin film devices, circuits, and systems; high speed and low noise architectures for matrix addressed arrays; design of linear integrated circuits, including analog-to-digital converter and other circuits, for image processing. For information please visit the web (WWW) site, http://www.ece.uwaterloo.ca. Salary will commensurate with qualification and experience. Applications with complete curriculum vitae and names of at least three references should be sent to: Professor J.A. Field, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

UNIVERSITY OF WATERLOO — Systems Design Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The Systems Design Engineering Department is concerned with teaching and research in general systems modelling methodologies and engineering design techniques. The successful candidate should be comfortable working in an interdisciplinary academic environment, encompassing societal and environmental systems, human systems engineering, intelligent systems and physical systems modelling. The department is particularly interested in candidates with expertise in the development and application of advanced methodologies to societal and environmental systems, including computational intelligence tools, decision support systems, fuzzy logic, multiple objective decision making, spatial information techniques, and uncertainty and risk analysis. The department will give preference to persons with teaching ability in the specific subjects of its core undergraduate curriculum, including computing courses and engineering design. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students and maintain and further develop his or her research program. The candidate should possess a PhD degree and be eligible for registration as a Professional Engineer in Ontario. Application packages may be requested from Prof. Ed Jernigan, Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgrieve@uwaterloo.ca. The closing date for applications is October 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a starting date on or after January 1, 1999.

UNIVERSITY OF WINDSOR — Electrical Engineering. Applicants are invited for a tenure-track position at the rank of assistant professor in Microelectronic Systems Design (VLSI implementation of signal processors, neural networks, sensors, networking, etc.) commencing January 1, 1999 or July 1, 1999 (subject to final budgetary approval). The candidate should show evidence of strong research potential/ability and excellence in teaching. A Ph.D. in Electrical or Computer Engineering is required. Eligibility for registration as a P.Eng. in Ontario is desirable. The position involves teaching courses related to electrical engineering at graduate and undergraduate levels and supervision of graduate students. The VLSI Research Group is one of the founding nodes of Micronet (a Network of Centres of Excellence) and is a member of the Canadian Microelectronics Corporation. Applications, including a detailed curriculum vitae, the names of three references, and teaching evaluations, if available, should be sent by November 30, 1998 to the Program Chair, Electrical Engineering, University of Windsor, Windsor, ON N9B 3P4, Phone: 519-253-3000 Ext.2520, Fax: 519-971-3695, E-mail: soltis@uwindsor.ca. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WINDSOR — The Mechanical and Materials Engineering Program invites applications for a tenure-track faculty position at the assistant professor rank in the area of Solid Mechanics/Manufacturing Automation commencing July 1, 1999 (subject to final budgetary approval). Primary consideration will be given to applicants having a strong foundation in broad areas of mechanics and/or dynamics, vibration, and control systems. Applicants must have an undergraduate degree in Engineering, a Ph.D. in Mechanical Engineering, be eligible for Professional Engineering registration in Ontario, and demonstrate potential or proven ability for excellence in teaching and research. Industrial experience, particularly in the automotive and manufacturing areas, is desirable. Applicants should be able to teach undergraduate and graduate courses in solid mechanics and control, undergraduate courses in general engineering, and supervise graduate students. This position will involve liaison with relevant research groups including the Manufacturing Automation Group and the NSERC/Chrysler Chair in Mechanical Engineering Design. Applicants should send a letter of application, curriculum vitae, teaching evaluations, if available, and must arrange to have three letters of reference sent to the Program Chair, Mechanical & Materials Engineering, University of Windsor, 401 Sunset Ave., Windsor, ON N9B 3P4, Canada; Fax: 519-973-7007; E-mail: mech@uwindsor.ca. Complete applications must be received by November 30, 1998. The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CONCORDIA UNIVERSITY — School for Building. The School invites applications for a tenure-track position in Environmental Engineering. The appointment will be at the rank of Assistant Professor, but applications for higher ranks will also be considered. Applicants must posses a Ph.D. degree in Civil, Environmental or Mechanical Engineering, with a strong research record in chemical aspects of environmental engineering systems, biochemical processes, impact assessment and water pollution. Industrial experience in related areas and a strong background in environmental software engineering is desirable. The successful candidate will be expected to participate in the development of the environmental engineering research laboratories, generate research funding, establish a significant research program, supervise graduate students both at the Master's and Ph.D. levels and demonstrate a strong commitment to curriculum development and teaching at both graduate and undergraduate levels. Membership or eligibility for membership in a Canadian professional engineering association is required. Although the language of instruction at Concordia University is English, bilingualism (English and French) will be an asset. Salary is negotiable depending on academic qualifications and experience. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, as well as the names of three references to: Dr. Osama Moselhi, Professor & Chair, School for Building, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities, and disabled persons.

ENGLISH

YORK UNIVERSITY — Faculty of Arts, Department of English. Applications are invited for two tenure-stream positions at the assistant professor level, to begin July 1, 1999. Positions are offered in the following fields: (1) Early Modern, with expertise in Shakespeare, and (2) Modernism, with expertise in American Modernism being an asset. Both positions are subject to budgetary approval. Qualifications include a PhD in English literature, with specialization in one of the above fields, and demonstrable excellence in both teaching and research. It is expected that the successful candidates will make an energetic contribution to the Undergraduate Program and, either immediately or shortly after, to the Graduate Program, as well as developing a productive program of research. Salary will depend on qualifications and experience. A letter of application, including a curriculum vitae and a sample of the applicant's written work (no longer than 25 pp.) should be sent to: Prof. M.S. Elliott, Chair, Department of English, York University, 4700 Keele St., Toronto, ON M3J 1P3; Fax: (416) 736-5412. Candidates should also arrange for letters of recommendation from three referees to be sent directly to the above address. Applications should be received by October 30, 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

MCGILL UNIVERSITY — The Department of English invites applications for two tenure-track positions at the rank of Assistant Professor to begin on September 1, 1999: 1. Modernism, with an emphasis on early 20th Century Poetry. 2. History on Film. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15. Applicants who wish to receive an acknowledgment should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Gary Wihl, Chair, Department of English, McGill University, B53 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill a position in Language and/or Rhetoric, with strong emphasis on the theory and practice of Writing, at the level of Assistant Professor beginning 1 July 1999. The successful candidate will have active research and teaching experience with academic writing at all levels of the curriculum and knowledge of interactive technologies and their applications to pedagogy and research in Writing. Experience with interdisciplinary and cross-cultural teaching and research is also an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in publications and work-in-progress, and teaching experience at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and a writing sample, and arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 15 November 1998. The UBC English Department includes 60 tenure-stream members, 24 full-time sessional lecturers, and 40 teaching assistants. The Department offers a strong Honours programme with over 100 students; its Major attracts about 500 annually. Junior faculty regularly teach in the Graduate Programme, which currently has 74 MA and 60 PhD students. New faculty are given some course release in their first two years, as well as a small start-up research grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English at the University of British Columbia seeks to fill a position in American literature, with particular emphasis on poetry, at the level of Assistant Professor beginning 1 July 1999. In addition to this specialty, the successful candidate will have a secondary interest in one or more of the following areas: 20th Century American Cultural Studies, American drama, the study of rhetoric, aboriginal and/or diasporic writing in English. Experience with interdisciplinary teaching and research is also an asset. The successful candidate will be expected to have the intellectual breadth and flexibility that the Department increasingly needs as it moves in new directions. The requirements are a completed PhD, a commitment to scholarship reflected in published or publishable work, and teaching experience at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and a writing sample, and arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC V6T 1Z1. Complete applications must be received by 15 November 1998. The UBC English Department includes 60 tenure-stream members, 24 full-time sessional lecturers, and 40 teaching assistants. The Department offers a strong Honours programme with over 100 students; its Major attracts about 500 annually. Junior faculty regularly teach in the Graduate Programme, which currently has 74 MA and 60 PhD students. New faculty are given some course release in their first two years, as well as a small start-up research grant. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

UNIVERSITY OF WATERLOO — Dept. of English. Applications are invited for a tenure-track position at the assistant professor level in Writing and Rhetoric. We are interested in candidates with expertise in one or more of the following areas: Composition, Discourse Analysis, Document Design, Graphic Communication, Professional Writing, the history and theory of Rhetoric, Web Design and related areas of online technology. Applications are especially encouraged from candidates with secondary strengths in Literature. A PhD and demonstrated strength in teaching and research are required. Corporate or other professional experience in related areas would be an asset. Duties will include teaching undergraduate and graduate courses. The Department offers distinctive undergraduate and graduate programs (MA and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 January 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — English. Applications are invited for a tenure-track position in the Department of English at an Assistant or Associate Professor level in American Literature. We are primarily interested in candidates with expertise in American prose in any area or combination of areas. Applications are especially encouraged from candidates with secondary strengths in areas of Rhetoric and Professional Writing. A PhD and demonstrated strengths in teaching and research are required. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 1999. Send resumes, transcripts, writing samples, and letters of reference no later than 1 February 1999 to Dr. Murray McArthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is

BUSINESS PROGRAM APPOINTMENTS

UNBC
UNIVERSITY OF NORTHERN BRITISH COLUMBIA

The University of Northern British Columbia is a new Canadian university which opened in 1994. UNBC has a regional mandate to serve the northern two thirds of the Province with regional offices in Prince Rupert, Fort St. John and Quesnel and a main campus located in Prince George (population 75,000).

The Business program at the University of Northern British Columbia recently completed an external review. As a consequence of that review, the potential introduction of a new master of Management degree and enrolment pressures, the University is inviting applications for five tenure-track appointments and possible visiting professorships in these fields:

Finance	Organizational Behaviour
Marketing	Accounting
Business Policy	International Business
Human Resource Management	Entrepreneurship and Small Business

The preferred starting date is July, 1999. Please forward your curriculum vitae and names and addresses of three references (including telephone and fax numbers) by December 15, 1998, to: Dr. Deborah Paff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax (250) 960-7300. Inquiries may be made to: Professor Dick Barth, Business Administration Program, barth@unbc.ca

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

University of Alberta
Edmonton

Chair
Department of Anthropology

The Faculty of Arts at the University of Alberta invites applications and nominations for the position of Chair of the Department of Anthropology. This tenured position will be made at the rank of Professor, effective July 1, 1999. The floor of the salary scale for the rank of Professor for the 1998/99 academic year is $62,840.

We welcome applications from anthropologists in any area of the discipline and in particular from senior socio-cultural anthropologists with an appreciation for the interdisciplinary focus of the Department and research/teaching interests in some aspect of northern and/or aboriginal studies.

The Department of Anthropology applies a four-field approach to the discipline. It gives special emphasis to the circumpolar North and the Pacific Rim as well as to its unique program in paleoenvironmental studies. The Department maintains a very strong research profile and a highly-rated graduate program, both supported by special library collections and well-developed laboratory facilities for both teaching and research.

The Faculty of Arts spans more than 20 disciplines in the social sciences, humanities and fine arts. It emphasizes excellence in research and graduate and undergraduate education, and encourages its more than 300 faculty members, 700 graduate students and 5700 undergraduate students to pursue interdisciplinary and international scholarship. The Faculty is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings it is in the process of making will secure for the future the lively and productive intellectual environment on which it prides itself. The Chair of the Department of Anthropology will play a leading role in the Faculty's renewal process.

Please send nominations or applications (including CVs and the names of three referees) by November 1, 1998 to:

Patricia Clements, Dean of Arts
University of Alberta
Edmonton, Alberta
T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense*.

National Cancer Institute of Canada at Queen's University
Associate Director — Clinical Trials Group

Senior position at operations/statistical centre of national cooperative cancer clinical trials group located in attractive lakeside community. Suitable for oncologist or PhD biostatistician experienced in administering and/or coordinating cancer clinical trials. Academic appointment and opportunity to pursue personal research available at Queen's University. Salary commensurate with qualifications and experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace, and encourages applications from all qualified women and men, aboriginal people, persons with disabilities, gay men and lesbians. Please send curriculum vitae and names of three potential referees by ***December 1st, 1998***, to: ***Joseph L. Pater, MD, MSc, FRCP(C), Director, NCIC Clinical Trials Group, Queen's University, 82-84 Barrie Street, Kingston, Ontario, Canada K7L 3N6.***

CLASSIFIEDS

directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF OTTAWA — The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position in Canadian Literature at the Assistant Professor level, starting July 1st 1999. Secondary expertise in Post-Colonial Literature is desirable. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and have three letters of reference forwarded before December 15th 1998 to: Dr. Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

ENGLISH LANGUAGE & LITERATURE

CARLETON UNIVERSITY — The Department of English Language and Literature invites applications for tenure-track positions at the assistant professor level, effective July 1, 1999, subjett to budgetary approval. Up to three appointments may be made. We are seeking candidates with expertise in the areas of Victorian Literature and Culture, Twentieth-Century British Literature and Cultures, and Twentieth-Century American Literature. The evaluation process will favour applicants whose demonstrated engagement with critical theory qualifies them to participate in an interdisciplinary doctoral program. Departmental assignments will include teaching core courses at the undergraduate level and both teaching and supervising in the M.A. program. Applicants will have completed the Ph.D. Teaching experience and a strong record of research and publication are desirable. Applications received after December 6 may not be considered. Completed applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, and samples of writing or published work. Please arrange to have these materials forwarded to: Professor Larry McDonald, Chair, Department of English Language and Literature, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizen and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Environmental Studies at the University of Waterloo invites applications for a tenure-track Assistant Professor in Geographic Information Systems. Candidates should have a strong background in the theory and applications of geographic information systems (GIS), the use of ARC/INFO, and be able to contribute broadly to the area of geomatics. Through an appropriate record of research or industrial experience, the candidate will demonstrate ability to design, develop, and interpret into policy considerations GIS applications in one or more of: resource management, parks and protected areas management, decision support, and land use analysis and planning. The candidate is expected to be a strong contributor to teaching and research activities at both the graduate and undergraduate levels. The Faculty of Environmental Studies consists of the School of Architecture, the Department of Environment and Resource Studies, the Department of Geography, and the School of Planning. In addition it has the Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer-aided design, modelling and simulation. The successful candidate will be joint appointed in the Department of Geography and the School of Planning. For additional information about the Faculty see: http://www.fes.uwaterloo.ca/. Applicants should have a PhD or equivalent extensive experience. The appointment will be effective 1 September 1999. Applications must include a letter of application stating career objectives, assessment of experience and achievements, approach to learning and teaching, and research goals and potential. Applicants must include with the letter of application a current curriculum vitae, and names (with contact information) of four possible referees. The first stage in the review of applicants will be based on the letter of applications and the CV. References will be contacted for those being considered in the second stage of the review. Complete applications are due by 1 November, 1998. Applications should be sent to: Chair, Faculty Search Committee, Office of the Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

FILM STUDIES

UNIVERSITY OF ALBERTA — The Film and Media Studies Program at the University of Alberta invites applications for a tenure-track assistant professor beginning July 1, 1999. Applicants should have specialization in classic and contemporary film/television theory. Areas of teaching and research should also include two or more of the following: classical film theory, cultural studies, feminist film/media theory, Marxism, narrative theory, post-structuralism or psychoanalysis. In view of the international orientation of the Department in which the program is housed and the Faculty of Arts' interest in internationalization, expertise in the area of international film and media would be an asset. We seek a candidate committed to interdisciplinary approaches and to participating in curriculum development and design. Film and Media Studies is an undergraduate program in an interdisciplinary Department of Comparative Literature, Religion, and Film/Media Studies. The successful candidate will teach both introductory lectures and small senior seminars. Teaching load is five half courses per year. Candidates must have PhD in hand and should be able to demonstrate a record of teaching and research excellence or clear promise. Entry level salary for assistant professors is currently $40,638. Application deadline is November 30, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should submit a letter stating research and teaching interests and background, a current curriculum vitae, and three original letters of reference to: The Chair, Department of Comparative Literature, Religion, and Film/Media Studies, 3-47 Arts Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

FRENCH STUDIES

YORK UNIVERSITY — The Department of French Studies, Faculty of Arts at York University invites applications for a tenure-track position at the assistant professor level to commence July 1, 1999. The candidate will be a practitioner of literary semiology with a strong interest in Francophone culture and in language pedagogy. Requirements: PhD, promise of excellence in teaching, research and publication, qualified to teach in the graduate program. Responsibilities: Teach courses in literature, language and culture; contribute boldly and effectively in curricular renewal. Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than January 8, 1999 to: Dr. Raymond Mougeon, Chair, Department of French Studies, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

UNIVERSITÉ YORK — Le Département d'études françaises, Faculté des arts, Université York, offre un poste de professeur(e) adjoint(e), menant à la permanence. Date d'entrée en fonction: le 1er juillet 1999. Le(a) candidat(e) poursuivra la sémiologie littéraire et s'intéressera à la pédagogie de la langue et à la culture francophone. Exigences: doctorat; excellence dans l'enseignement et la recherche; qualifications pour l'enseignement au deuxième cycle. Fonctions: enseignez des cours de littérature, de langue et de culture; participez avec vigueur et créativité au renouveau du curriculum. Les candidat(e)s doivent faire parvenir leur lettre de demande, leur curriculum vitae et trois lettres de recommandation confidentielles, au plus tard le 8 janvier 1999 à: Raymond Mougeon, Directeur, Département d'études françaises, Université York, 4700 rue Keele, Toronto, Ontario M3J 1P3. L'Université York est en train d'instaurer une politique sur l'équité en emploi, y compris un programme d'équité en emploi pour les femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Poste disponible sous réserve d'approbation budgétaire.

GEOGRAPHY

UNIVERSITY OF TORONTO — The Department of Geography and Program in Planning, University of Toronto, invites applicants for a tenure-stream position at the ASSISTANT PROFESSOR rank in Urban Design and Planning, beginning July 1, 1999. The successful candidate will teach in the Graduate Planning Program with emphasis on teaching program specializations in Urban Design. Candidates should have a Ph.D. in Planning, Geography, a Design discipline or a closely related field on appointment (or soon thereafter) and at least one degree in Planning. Candidates should have research interests and professional experience in urban design and the ability to teach courses in the practical aspects of urban design and planning, as well as in urban design history, theory and criticism. Candidates should also demonstrate how they can contribute to the Department's undergraduate geography program. Preference will be given to candidates who are eligible for membership in the Canadian Institute of Planners. Additional information on the Department can be obtained through World Wide Web at http://www.geog.utoronto.ca/deptprogs/planning/planning.html. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send curriculum vitae, statements of teaching specializations, research interests and professional experience plus arrange to have letters from three referees forwarded before November 30, 1998 to: Professor Joseph R. Desloges, Chair, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 3G3.

UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning, University of Toronto, invites applications from outstanding individuals for a tenure-track position at rank open in Physical Geography beginning July 1, 1999. The successful candidate should have demonstrated research excellence and a strong record of external funding in the field of modelling physical systems, with emphasis on numerical simulation methods and advanced spatial analysis. Preference will be shown for those applicants with experience in hydrological or hydroecological modelling. Expertise in field validation and calibration would complement the department's considerable strengths in physical processes. Applicants must posses a Ph.D. and have excellent teaching and communication skills. The successful candidate will be asked to contribute to a vibrant undergraduate and graduate program within the department and become a focal point for interdisciplinary research in earth surface environments. Candidates will be expected to provide leadership in the use of and expansion of modern Geographic Information Systems laboratories available in both the department and the Faculty of Arts and Science. Additional information on the Department can be obtained through World Wide Web at http://www.geog.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is diretted to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities. Candidates should send curriculum vitae, statements of

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Department of English **University of Toronto**

Assistant Professor World Literature in English

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in World Literature in English. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in World Literature in English. Duties consist of research and undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to **Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1**. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 1999. Applications arriving after **20 November, 1998** may be too late. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by visual artists, photographers, composers, and writers. The Foundation offers, at no cost, eleven furnished apartments, a reference library, an artist studio, a composer's studio, and a photographer's darkroom. The Camargo award is strictly a residential grant; therefore, no stipends are available. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty who intend to pursue special studies while on leave from their institutions; secondary school teachers benefitting from a leave of absence in order to work on some pedagogical or scholarly project; independent scholars; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; writers, photographers, visual artists, and composers with specific projects to complete. Because of the limited number of studios, only one artist, one photographer, and one composer can be accepted each semester. Applicants from all countries are welcome.

Application deadline is **February 1** for the following academic year. For informational brochure and application form write to:

THE CAMARGO FOUNDATION
Mr. William Reichard
125 Park Square Court
400 Sibley Street
Saint Paul, MN 55101-1928 USA

Department of English **University of Toronto**

Assistant Professor Critical Theory in English

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in Critical Theory with an emphasis on cultural studies or postcolonial theory. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in Critical Theory. Duties consist of research and undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to **Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON M5S 3K1**. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include ONE writing-sample of not more than 25 pages. Appointment commences 1 July 1999. Applications arriving after **20 November, 1998** may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and Permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal people, members of visible minorities, and persons with disabilities.

Ontario Institute for Studies in Education

OISE/UT

of the University of Toronto

Tenure Stream Positions

On July 1, 1996, the Ontario Institute for Studies in Education merged with the Faculty of Education, University of Toronto to become the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT). With its strong links to Canadian and international education communities, exciting teaching and research opportunities exist in this new institution.

Applications are invited for four tenure-stream positions in various OISE/UT departments, as described below. Preferred candidates will possess a doctoral degree and a proven record of scholarly publication.

Anti-Racism and Feminist Studies in Education
The successful candidate must have a doctoral degree in sociology or a cognate discipline. (Department of Sociology and Equity Studies in Education)

Child Study and Education
The successful candidate will have a research program relating child development and education, and will be expected to make a major contribution to a new M.A. program in Child Study & Education, located at the Institute of Child Study. This program is designed to develop individuals with a strong understanding of child development as it relates to education, and leads to certification as an elementary school teacher and in special education. (Department of Human Development and Applied Psychology)

Educational Administration
Areas of expertise should include at least one of the following: educational leadership and organizational change, educational human resource development, and educational policy systems. We seek applicants who can make strong contributions both to graduate education and to preservice teacher education in one or more of these areas. (Department of Theory and Policy Studies in Education)

Measurement and Evaluation
Preferred candidates will possess a strong background in teacher education, and be knowledgeable about, experienced in and sensitive to issues relating to equity, and cultural and linguistic diversity. Candidates should have demonstrated research activity in educational assessment generally, and classroom assessment specifically. Responsibilities will include teaching at the graduate level on quantitative data analysis, and at the preservice level on student assessment. The successful applicant should have a doctorate from a recognized program in educational measurement or a related discipline in education, with a strong statistics background. (Department of Curriculum, Teaching and Learning)

Responsibilities of all positions will include: teaching in the preservice teacher education and graduate programs; supervision of master's and doctoral theses; and, in some cases, supervision of student teaching. Rank and salary will be commensurate with qualifications and experience. Appointments will commence on July 1, 1999.

Applications, which must include full curriculum vitae, should be submitted by **October 31, 1998** to **Professor Michael Fullan, Dean, OISE/UT, 252 Bloor Street West, Toronto, Ontario, M5S 1V6**. Three letters of reference should be sent directly from the referees by the same date to Dean Fullan at this address. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

For more information about OISE/UT and these positions, please visit our web site at http://www oise.utoronto.ca

teaching specializations and research interests, plus the names of three referees before October 31, 1998 to: Professor Joseph R. Desloges, Chair, Department of Geography, University of Toronto, Toronto, Ontario, Canada M5S 3G3.

GERMAN

UNIVERSITY OF WATERLOO — German & Slavic Languages and Literatures, German. Assistant Professor, full-time, tenure-track, beginning July 1, 1999. The successful candidate must have a PhD or equivalent in hand upon application, fluency in German, facility in English, and a strong commitment to research and teaching, course design and supervision at the undergraduate and graduate levels. Knowledge of Russian and ability to work in Slavic languages a definite asset. Desired areas of expertise and interest: applied linguistics, sociolinguistics, didactics, second language acquisition, comparative linguistics in the Germanic and Slavic fields. The 1998-99 floor for Assistant Professors is $39,714. Closing date for applications is November 30, 1998. Send inquiries or resumes to: David G. John, Chair, Department of Germanic & Slavic Languages and Literatures, University of Waterloo, Waterloo, ON, N2L 3G1. Tel: 519 888 4567, x3684; Fax: 519 746 5243; E-mail: djohn@watarts.uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

GERMAN STUDIES

UNIVERSITY OF GUELPH — The European Studies Program and the German Studies Section of the School of Languages and Literatures of the University of Guelph invite applications for a tenure-track position at the rank of Assistant Professor beginning August 1, 1999. Duties would involve teaching German language courses, as well as German civilization and literature courses at the undergraduate level. Classes will be taught in German, except for cross-listed European Studies courses given in English. The candidate must have a Ph.D. in German, publications in the field of German literature, a successful teaching record in both language and literature courses at the university level and possess native or near-native fluency in German and English. Administrative experience, particularly in the field of international exchanges with German-speaking universities is highly desirable. Salary will be commensurate with the candidate's qualifications and experience. Applicatrons consisting of a curriculum vitae, teaching dossier and three letters of recommendation should be sent before January 29, 1999 to Dr. Daniel Chouinard, Director, School of Languages and Literatures, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that included special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

GERONTOLOGY & HEALTH

UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology, Faculty of Applied Health Sciences, University of Waterloo has available a senior level tenure-track position in gerontology and health. The department has three streams; health and aging, health behaviour and bio-health, and the preferred candidate would complement at least two of these streams. The department has close ties with the Alzheimers Research and Education Program and the Centre for Behavioural Research and Program Evaluation (funded by the National Cancer Institute of Canada), both housed in the Faculty of Applied Health Sciences et the University of Waterloo. We expect the appointment to occur by July 1, 1999. Applicants must have an advanced degree at the doctoral level, and a demonstrated commitment to both funded research and teaching at the undergraduate and graduate level. The appointment will be made at the Full or Associate Professor level. Send Curriculum Vitae (including a statement of teaching and research interests accompanied by two research articles) and three letters of reference by January 15, 1999 to Dr. John Hirdes, Chair of Search Committee, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages apoficatrons from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

HISTORY

SIMON FRASER UNIVERSITY — 19th - 20th Century Canadian First Nations History. The Department of History at Simon Fraser University invites applications for a tenure track appointment in 19th or 20th century Canadian history with a research specialty in First Nations History. The position will begin in September, 1999. The appointment will be made at the Assistant Professor level at a safary that matches qualifications. Prefersed qualifications include a completed PhD, publications, and university teaching experience. The successful apolicant will teachundergraduate and graduate courses and will be expected to develop a strong research programme in herhis area of specialization. In accordance with Canadian immigration requirements, this advertsement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunrtres to qualified apolicants. This position is subject to approval by the University Board of Governors and final budgetary authonzation. Closing date for receipt of applications is November 30, 1998. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Or. William Cleveland, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6; FAX: (604) 291 5837

YORK UNIVERSITY — Faculty of Arts, Department of History, History of the Islemic World. The Department of History (Faculty of Arts) invites applications for e tenure-track position at the rank of Assistant Professor in the History of the Islamic World. Required qualifications include a completed PhO or equivalenr and an ongoing programme of research in the history of any area of the Islamic World in any period. The successful candidate will be required to teach a survey course on the History of the Islamic World on a regular basis. Candidates should show promise of excellence in teaching and scholarly publication and research. Salary is dependent upon qualifications and experience. In making all its appointments, the Department is keen to attract scholars who have an interest in the history of one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Candidates should send a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than 30 November 1998 to: Professor Adrian Shubert, Chair, Department of History Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 (fax: 416-736-5836). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positrons at York University are subject to budgetary approval

UNIVERSITÉ D'OTTAWA — Le département d'histoire de l'Université d'Ottawa annonce l'ouverture d'un poste menant à la permanence en histoire de la colonisation et de la décolonisation : Asie ou Afrique. Entrée en fonction : Le 1er juillet 1999. Exigences : Doctorat. La préférence sera accordée aux candidat(te)s qui possèdent des publications et de l'expérience dans l'enseignement. Dans un avenir rapproché, le/la candidat(e) devra enseigner en français et en anglais. Le bilinguisme actif est une condition exigée pour obtenir la permanence. Rang : Professeur(e) adjoint(e). Salaire : Selon la Convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature : Le 15 décembre 1998. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents au Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature.

UNIVERSITY OF OTTAWA — The Department of History of the University of Ottawa invites applications for a tenure track position in the history of colonisation and decolonisation: Asia or Africa. Starting date : July 1st, 1999. Requirements: PhD Publications and teaching experience preferred. The candidate will be required in the near term to teach in both English and French, and active bilingulsm is a condition of tenure. Rank: Assistant Professor. Salary: According to Collective Agreement Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 15, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. Employment equity is University policy, and the University strongly encourages applications from women.

JAPANESE

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Japanese. Lecturer; ten-month term appointment beginning 1 August 1999, subject to budgetary approval. M.A. or its equivalent in Japanese preferred in one of the following areas: language, literature, culture and civilization. The successful applicant will have native or near-native fluency in Japanese, and preferably some experience teaching Japanese as a second language at the post secondary level. Interest in Computer-Assisted Language learning is an asset. The successful applicant will be required to teach introductory and intermediate courses in Japanese language. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for a Lecturer is $28,887.00 per annum. Applicants should submit a letter of application, including a curriculum vitae, transcripts, a statement of teaching and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and letters of reference to be sent to: Professor John Woods, Acting Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4 Telephone: (403) 329-2560; Fax: (403) 382-7148, or E-mail: erickson@uleth.ca The closing date for applications is December 31, 1998.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Japanese. Assistant Professor, ten-month term appointment beginning 1 August 1999, subject to budgetary approval. PhD in Japanese at or near completion required in one of the following areas: languages, literature, culture and civilization. The successful applicant will have native or near-native fluency in Japanese and English, and preferably some experience teaching Japanese as a second language at the post secondary level. A strong commitment to scholarship and research is required. Interest in Computer-Assisted Language learning is an asset.

The University of New Brunswick
Saint John

The University of New Brunswick in Saint John (UNBSJ) is entering a period of renewal and new program development. As an expanding, dynamic and innovative institution, we are currently looking for energetic faculty members who are keen to get involved with a university that is positioning itself for the challenges and opportunities of the 21st century.

Faculty of Business

UNBSJ/NORTEL Professorship in Electronic Commerce

NORTEL NORTHERN TELECOM

Northern Telecom Limited and UNBSJ's Faculty of Business invite applications for the Professorship in Electronic Commerce. This position is designed to enhance the Major in Electronic Commerce in the BBA program, the electronic commerce stream in the MBA program, and joint research projects with the Electronic Commerce Centre. Rank and salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointments.

The successful candidate will hold a doctorate in an established business discipline with a concentration and/or research base in electronic commerce. Candidates holding a Masters degree with appropriate business experience in electronic commerce may be considered. Applications will be accepted until the position is filled.

Electronic Commerce

The Faculty of Business will launch a 12-month, cost-recovery MBA program in Electronic Commerce in 1999. We require a faculty member to specialize in Electronic Commerce. The successful candidate will possess both academic and practical experience in the field.

Marketing - International MBA

The Faculty of Business also offers an international business stream within its cost-recovery MBA program. Due to the anticipated growth of this program, the Faculty requires a specialist in the Marketing area.

Tourism

The Faculty of Business recently established a Bachelor of Applied Management in Tourism and Hospitality. This program is designed to attract students who have completed a two year community college diploma in the field. Field of specialization is open.

Candidates for positions in the Faculty of Business will ideally possess a doctorate in the field of study, but individuals with an MBA and appropriate work experience will be considered. These positions are subject to budgetary approval. Applications should be sent to Dr. John Chalykoff, Dean of Business, e-mail chaly@unbsj.ca.

Faculty of Arts

The Faculty of Arts at the University of New Brunswick at Saint John (UNBSJ) is developing several new programs and is looking for enthusiastic individuals who wish to contribute to an active student-centered environment.

Information Technology

We are establishing an undergraduate program in Information and Communication Studies and are seeking a tenure-stream faculty member to assist in the development and offering of the program. We are currently looking for a specialist in Information Technology with an emphasis on the social, economic, cultural or political impact of new technologies.

The successful candidate will have a doctorate (or be near completion), university-level teaching experience and a strong research record. We are looking for individuals with a strong commitment to multi-disciplinary research and teaching, enthusiasm for undergraduate instruction, and a solid research program. Candidates from all disciplines in the humanities and social sciences are encouraged to apply. The University will provide a substantial start-up grant (for equipment and supplies) to the successful applicant.

International Studies

(Two positions: Latin America and Mediterranean)

We are establishing an undergraduate program in International Studies and are seeking two tenure-stream faculty members to assist in the development and offering of the program. At this point, we are looking for a specialist in Latin American and a second scholar working on the Mediterranean region.

Candidates can specialize in any country within the target regions. We are looking for individuals with a strong commitment to undergraduate teaching and scholarly research. The successful applicants will be expected to play a significant role in the encouragement of international activities on campus and in the community. Disciplinary or interdisciplinary candidates from all fields of study in the humanities and social sciences are encouraged to apply. One of the positions may be filled at the Associate Professor level.

History

UNBSJ's Department of History and Folities invites applications for a full-time tenure-track position in History at the Assistant Professor level. We are looking for a candidate in the field of Canadian History, with research and teaching interests in the area of legal history, the social history of crime or the development of the criminal justice system. The successful applicant will be required to teach an introductory course in Canadian History and participate in a multi-disciplinary program in Criminal Justice. The ability to teach a comparative course on crime or criminal justice systems would be an advantage.

*All positions in the Faculty of Arts commence 1 July 1999, subject to budgetary approval. Applicants should send curriculum vitae and the names and addresses of three references, to be received no later than **15 November 1998**, to: **Dr. Ken Coates, Dean of Arts. Enquiries: kcoates@unbsj.ca.***

The University of New Brunswick in Saint John
PO Box 5050, Saint John, NB E2L 4L5 (www.unbsj.ca)
In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

Faculty of Science, Applied Science and Engineering

Chair of Nursing

Applications are invited for the position of Chair of UNBSJ's Department of Nursing. This three-year appointment, to commence June 1, 1999, is anticipated subject to budgetary approval. The position holds tenured stream faculty status.

The Department of Nursing is part of a fully-accredited provincial Nursing Program. The Department offers baccalaureate Nursing education through a basic four-year full-time stream and a post-RN degree completion stream. The Department also collaborates with the Faculty of Nursing at UNB Fredericton to offer a Master of Nursing (MN) program and several certificates in specialty fields of nursing practice. UNBSJ is located adjacent to a large teaching hospital. Strong affiliations with colleagues in this and other practice settings in the region, plus developed links in the international arena, provide opportunities for collaborative research projects, and/or joint appointments.

The successful applicant must have strong leadership and management skills and a demonstrated commitment to: (a) team and interdisciplinary collaboration, (b) a primary health care philosophy, and (c) innovative educational approaches. Additionally, the candidate must be eligible for registration with the Nurses Association of New Brunswick, must have an established record of research and scholarly activity and prior university teaching experience. Doctoral preparation in nursing or a related discipline (either completed or in progress) is preferred, although candidates with other educational qualifications will be considered.

Note: Tenure track and instructor positions in curative/restorative care will become available for July, 1999. Enquiries are welcome.

*Applicants should send a curriculum vitae and the names of three referees, to be received by **30 November 1998**, to **Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering**,* Fax 506-648-5650; E-mail cktomp@unbsj.ca.

The successful applicant will be required to teach introductory courses in Japanese language and may be asked to teach a course in English on aspects of Japanese culture. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is $38,478.00 per annum. Applicants should submit a letter of application, including a curriculum vitae, transcripts, a statement of teaching and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and letters of reference to be sent to: Professor John Woods, Acting Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2550, Fax: (403) 382-7148, or E-mail: eriksonl@uleth.ca. The closing date for applications is December 31, 1998.

JEWISH STUDIES

UNIVERSITY OF WATERLOO — The Faculty of Arts at the University of Waterloo, invites applications for a tenure-track Assistant Professor position in Jewish Studies. The salary and start date of this endowed position are contingent upon funding. The anticipated start date is January 1, 1999. The successful candidate will have a PhD in Jewish Studies and an excellent scholarship and teaching record. Duties will include teaching at the undergraduate level and the development and promotion of the Jewish Studies program at the university as well as in the larger community. Applications accompanied by a curriculum vitae and the names and addresses of three referees should be sent by September 30, 1998, to Dr. Paul Socken, Chair, Dean's Advisory Committee on Jewish Studies, Modern Languages Building, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. Fax 519 725-0584. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

KINESIOLOGY

YORK UNIVERSITY — Faculty of Arts, Kinesiology and Health Science. Applications are invited for a tenure-track position at the assistant professor level in Health Psychology. The present Masters Program covers health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/epidemiology. The Department is particularly interested in individuals who focus on the role that psychological factors play in such areas as health promotion, disease, disease prevention, rehabilitation or aging. A PhD is required and high priority will be given to a promising publication record in refereed journals and the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Duties will include undergraduate teaching, and teaching and supervision in the Graduate Program in Kinesiology and Health Science. The possibility exists of a cross-appointment to the Graduate Program in Psychology. Applicants should send, by December 31, 1998, a curriculum vitae, a covering letter stating future research goals, relevant reprints and the names, addresses and telephone numbers of at least three individuals who may act as references to: Dr. Caroline Davis, Chair, Search Committee, Kinesiology and Health Science, York University, 4700 Keele St., Toronto, Ont. M3J 1P3. Duties to commence July 1, 1999, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor, in the field of ergonomics/human factors. Candidates should have demonstrated research and teaching abilities to solve problems such as: optimization of human performance, reduction of human error, human-computer interaction, health and safety. We are searching for expertise to complement our current strength in occupational biomechanics. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. The candidate must have a PhD or a M.D. with research training in ergonomics, consulting experience and should be eligible for full member classification in the Human Factor Association of Canada/ Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics. Duties include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers B.Sc., M.Sc. and PhD degrees in Kinesiology. Further information about the department can be found at http://www.abs.uwaterloo.ca/kin/kuthome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. James S. Frank, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: frank@healthy.uwaterloo.ca. The closing date for applications is October 30, 1998 or when position is filled, and the expected start date for the appointment is January 1, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

YORK UNIVERSITY — Faculty of Pure and Applied Science, Kinesiology and Health Science. Applications are invited for a tenure-track position at the assistant professor level in exercise physiology/biochemistry. A research emphasis in the area of gene expression would be an asset. The present Masters program covers health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/epidemiology. The program is seeking to broaden the range of academic areas that they cover, as well as to build their faculty complement towards a PhD in Kinesiology and Health Science. Applications from individuals with an interest in health would be particularly welcome. The opportunity exists for a cross-appointment to the Graduate Program in Biology. Duties will include the supervision and teaching of graduate students and undergraduate teaching. A PhD and a promising publication record in refereed journals are required, as well as the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Applicants should send, by December 31, 1998, a curriculum vitae, a covering letter stating future research goals, relevant reprints, and the names, addresses and telephone numbers of at least three individuals who may act as references to: Dr. David Hood, Kinesiology and Health Science, York University, Toronto, Ontario M3J 1P3. Duties to commence July 1, 1999, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Faculty of Pure and Applied Science, Kinesiology and Health Science. Applications are invited for a tenure-track position at the assistant professor level in neurophysiology/neuroscience with an emphasis on some aspect of the broad areas of physical activity, behaviour and health. A research program that utilizes molecular approaches will be a definite asset. The present Masters program covers health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/epidemiology. The program is seeking to broaden the range of academic areas that they cover as well as to build their faculty complement towards a PhD in Kinesiology and Health Science. The opportunity exists for a cross-appointment to the Graduate Program in Biology. Duties will include the supervision and teaching of graduate students and undergraduate teaching. A PhD and a promising publication record in refereed journals are required, as well as the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Applicants should send, by December 31, 1998, a curriculum vitae, a covering letter stating future research goals, relevant reprints, and the names, addresses and telephone numbers of at least three individuals who may act as references to: Dr. E. Cafarelli, Kinesiology and Health Science, York University, Toronto, Ontario M3J 1P3. Duties to commence July 1, 1999, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Faculty of Arts, Kinesiology and Health Science. Applications are invited for a tenure-track position at the assistant professor level in motor control/motor learning. The present Masters program covers health-related aspects of exercise physiology, psychology, occupational biomechanics and fitness/epidemiology. The program is seeking to broaden the range of academic areas that they cover, as well as to build their faculty complement towards a PhD in Kinesiology and Health Science. Applications from individuals with an interest in health would be particularly welcome. The opportunity exists for a cross-appointment to the Graduate Program in Psychology. Duties will include the supervision and teaching of graduate students and undergraduate teaching. A PhD and a promising publication record in refereed journals is required, as well as the ability to develop a productive research program supported by external funding. Postdoctoral experience would be an asset. Applicants should send, by December 31, 1998, a curriculum vitae, a covering letter stating future research goals, relevant reprints, and the names, addresses and telephone numbers of at least three individuals who may act as references to: Dr. Barry Fowler, Director, Graduate Program in Kinesiology and Health Science, York University, Toronto, Ontario M3J 1P3. Duties to commence July 1, 1999, subject to budgetary approval. Further information can be obtained at (www.yorku.ca/dept/physed). York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAW

UNIVERSITY OF SASKATCHEWAN — The College of Law, University of Saskatchewan invites applications for tenure track and term positions commencing July 1, 1999 subject to budgetary approval. The appointments will be made at the Assistant Professor level. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae, a sample of legal research and writing and the names of three referees, should be addressed to Dean Kent Roach, College of Law, University of Saskatchewan, 15 Campus Drive, Saskatoon, Saskatchewan S7N 5A6. The closing date for applications is Friday, December 4th, 1998. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

MANAGEMENT

BROCK UNIVERSITY — Department of Management, Marketing & Human Resources Faculty of Business. Brock University invites applications for tenure-track positions in Entrepreneurship at the assistant or associate professor level starting July 1, 1999 and subject to final budgetary approval. Full-time, tenure-track, rank dependent upon qualifications. The priority area is Entrepreneurship. Preference will be given to candidates with cross-disciplinary skills and interests that combine this area with one or more others in business/management, such as policy, marketing, finance or organizational behaviour. Qualifications include a Ph.D. or equivalent (completed or near completion), a commitment to classroom excellence and to quality research. Duties include research and teaching courses in Entrepreneurship at the undergraduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply. Salary will be competitive and commensurate with qualifications. Applications are accepted until the positions are filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: Dr. Elif Tevanoni, Chair, Department of Management Marketing and Human Resources, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1; elevanon@spartan.ac.brocku.ca. The Faculty of Business has approximately forty-five full-time members and offers a Bachelors in Accounting and a Bachelors in Business Administration at the undergraduate level with a concentration in Finance as well as other functional areas of business. Both programs can be completed on a regular or cooperative work study basis. A Masters in Accounting is scheduled to commence January 1, 2000, and the faculty offers a number of non-credit programs in executive development and industry specific training.

UNIVERSITY OF TORONTO — The Division of Management and Economics, University of Toronto at Scarborough is recruiting for a tenure stream position, rank open, in micro or macro organizational behaviour, with an ability to teach management skills. Duties include undergraduate teaching in micro and/or macro organizational behaviour at the University of Toronto at Scarborough, graduate teaching in the University of Toronto's Joseph Rotman Faculty of Management, and research. A PhD is required, with evidence of excellence in research and teaching. Salary commensurate with qualifications. Interested candidates should send curriculum vitae and evidence of scholarly and teaching ability, and should have three referees send letters, to Professor Michael Krathinksy, Acting Chair, Division of Management and Economics, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4. Effective date of appointment is July 1, 1999. Deadline for applications is December 11, 1998. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, and persons with disabilities.

MANAGEMENT SCIENCES

UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications from outstanding individuals

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Queen's University at Kingston

Assistant Professor — Physical Geography

Available from July 1, 1999: a tenure track position at the Assistant Professor level in *Physical Geography*. Ph.D. required. Salary will commensurate with qualifications and experience. Applicants should have interdisciplinary research interests in *Earth System Science* that complement, rather than duplicate, existing departmental research strengths. Favoured areas of research are biogeography, hydrology, or Quaternary geoscience. Preference will be given to candidates who combine their thematic research interest with expertise in applications of remote sensing and/or GIS to earth system science. The appointee will be expected to contribute to teaching in both the graduate and undergraduate programmes.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians.

Candidates should submit a letter of application, curriculum vitae, a sample of their scholarly writing and the names of three referees by ***November 15, 1998*** to ***Dr. Anne Godlewska, Acting Head, Department of Geography, Queen's University, Kingston, Ontario, K7L 3N6.***

EXECUTIVE DIRECTOR

Canadian Council on Animal Care

The CCAC is the national peer review agency responsible for setting and maintaining standards for the care and use of animals in research, teaching and testing in Canada. The CCAC comprises academic, scientific and animal welfare organizations as well as federal government departments, national research funding organizations and the pharmaceutical industry. It develops policies, guidelines, and peer review programs to ensure the highest scientific and ethical standards of animal use.

The Executive Director is responsible to the Board of the CCAC for the achievement of the CCAC's mandate through a nine-person staff. Communication with the Council's stakeholders, and government departments is a key activity. This position requires skills in consensus building and leadership.

A sound knowledge of animal-based scientific, veterinary, or medical research in an academic, hospital, government or industry setting, and an appreciation of bio-ethical issues is required. Candidates should have a post graduate degree and possess proven decision making, administrative and financial management abilities.

This position is located in Ottawa, Ontario. Compensation will be competitive, and reflect the senior level required for this important position. Relocation costs will be covered.

For confidential consideration, please forward your resume, by fax, mail or email (but not all), quoting File 98-331 to: **Michael Stern Associates Inc., 70 University Avenue, Suite 370, Toronto, Ontario CANADA M5J 2M4 Fax: (416) 593-5716 E-mail: search@michaelstern.com**

DIRECTEUR GÉNÉRAL

Conseil canadien de protection des animaux

Le CCPA est l'agence nationale responsable de l'établissement et du respect des normes en matière de soin et d'utilisation des animaux à des fins de recherche, d'enseignement et de tests. Le Conseil regroupe des organisations académiques, scientifiques et de protection des animaux ainsi que des ministères fédéraux, des entreprises pharmaceutiques et des agences de subvention à la recherche. Les contributions des pairs permettent au Conseil d'élaborer des politiques et lignes directrices afin d'optimiser les normes scientifiques et éthiques d'utilisation des animaux.

Le Directeur général relève du Conseil d'administration du CCPA et est responsable d'accomplir le mandat du CCPA, appuyé par un secrétariat de neufs personnes. La communication entre le Conseil, les organismes intéressés et les ministères gouvernementaux est un aspect clé du poste. Le candidat devra posséder des qualités de leader et de communicateur.

Des connaissances approfondies de la recherche scientifique, vétérinaire ou médicale basées sur l'utilisation des animaux, acquises dans un milieu académique, hospitalier, gouvernemental ou industriel sont essentielles, ainsi qu'une compréhension des principes de la bioéthique. Les candidats devraient détenir un diplôme d'études supérieures et pouvoir démontrer d'excellentes capacités au niveau du processus décisionnel, de l'administration et de la gestion financière.

Le siège social du CCPA est situé à Ottawa. Les conditions salariales seront concurrentielles et en relation avec les exigences et responsabilités de ce poste de niveau supérieur. Les frais de déménagement seront remboursés.

Pour une évaluation confidentielle, veuillez faire parvenir votre curriculum vitae, par télécopieur, par la poste ou par courrier électronique (veuillez utiliser une seule méthode), en mentionnant le dossier 98-331, à: **Michael Stern Associates Inc., 70, avenue University, bureau 370, Toronto (Ontario), Canada M5J 2M4. Télécopieur: (416) 593-5716; adresse électronique: search@michaelstern.com**

EURAM

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ANNONCES CLASSÉES

for a tenure-track appointment at the Assistant or Associate Professor level, in Information Systems, commencing between May 1 and September 1, 1999. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of technical information systems (database management, systems analysis and design, telecommunications). In addition to teaching courses in Information Systems, an ability to teach another undergraduate subject would be an asset, e.g., engineering economics, operations research, production management or organizational behaviour. Further information about the Department of Management Sciences can be found at http://www.mansci.uwaterloo.ca/. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references before January 15, 1999, to: Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

MATHEMATICAL SCIENCES

UNIVERSITY OF ALBERTA — Mathematical Finance Position (MF-99). The Department of Mathematical Sciences, University of Alberta, invites applications for a tenure-track Assistant Professorship in Mathematical Finance with some expertise in Actuarial Science starting July 1, 1999. The position requires a PhD and will be initially considered at the Assistant Professor level with the salary range $40,638 - $57,510. The successful candidate must be able to teach graduate courses on the modeling of the term structure of interest rates and on the mathematics of derivative securities. Moreover, the successful candidate must be willing to teach undergraduate courses in actuarial mathematics. Expertise in the areas of probability theory, stochastic analysis, stochastic differential equations, point processes, or stochastic control is highly desirable. Applicants are expected to possess a strong research record, outstanding promise for future research, excellent communication skills and leadership potential. The successful candidate must have a commitment to graduate and undergraduate education in mathematics and statistics. The Department of Mathematical Sciences has 64 faculty specializing in algebra, fluid dynamics, mathematical statistics, analysis, differential equations, stochastic processes, geometry, numerical analysis, and optimal statistical designs. (For further information, please see http://www.math.ualberta.ca/.). Applications should include a curriculum vitae, research plan, and a teaching profile outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent to: S.D. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. Closing date for applications is Friday, January 8, 1999 or until a suitable candidate is found. Early applications are encouraged. Postdoctoral Positions: One to three postdoctoral positions may be available within the areas of stochastic processes, scientific computation, partial differential equations, mathematical modeling, and inference. One or more postdoctoral positions may be available in statistics, generalized linear models, survival analysis, missing data analysis and random effects models. These positions will be for one to two years, commencing any time between September 1998 and April 1999, with a competitive compensation package and a travel budget. Applications will be considered on an ongoing basis. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Mathematical Sciences at the University of Alberta invites applications for two tenure-track positions starting July 1, 1999. The positions require a PhD and will be initially considered at the Assistant Professor level with the salary range $40,638 - $57,510. Functional Analysis (FA-99): A position is available for an outstanding candidate in functional analysis. We are particularly interested in a mathematician working in operator spaces, with an emphasis on Banach space and C* algebra aspects of the theory. Functional analysts in areas such as abstract harmonic analysis, geometric functional analysis, probabilistic methods in Banach spaces and in harmonic analysis, will also be considered. Postdoctoral Positions: One to three postdoctoral positions may be available within the areas of stochastic processes, scientific computation, partial differential equations, mathematical modeling, and inference. One or more postdoctoral positions may be available in statistics, generalized linear models, survival analysis, missing data analysis and random effects models. These positions will be for one to two years, commencing any time between September 1998 and April 1999, with a competitive compensation package and a travel budget. Applicants for all positions are expected to possess a strong research record, outstanding promise for future research, excellent communication skills and leadership potential. The successful candidate for tenure-track positions must have a commitment to graduate and undergraduate education in mathematical sciences. The Department of Mathematical Sciences has 64 faculty specializing in algebra, fluid dynamics, mathematical statistics, analysis, differential equations, stochastic processes, geometry, numerical analysis, and optimal statistical designs. (For further information, please see http://www.math.ualberta.ca/.). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a curriculum vitae, research plan, and a teaching profile outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent to: S.D. Riemenschneider, Chair, Department of Mathematical Sciences, University of Alberta, Edmonton, Alberta T6G 2G1 Canada. The closing date for the tenure track position is Friday, January 8, 1999. Postdoctoral applications will be considered on an ongoing basis. Early applications are encouraged. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified men and women, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MATHEMATICS

UNIVERSITY OF TORONTO — Algebra, Number Theory and Geometry. The University of Toronto solicits applications for a tenure-stream appointment in the fields of Algebra, Number Theory and Geometry. Preference will be given to researchers in arithmetic geometry. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1999. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with expertise. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application from which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To insure full consideration, this information should be received by December 1, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and to permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Algorithmic Mathematics and Theoretical Computer Science. The University of Toronto solicits applications for a tenure-stream appointment in the field of Algorithmic Mathematics and Theoretical Computer Science, including Complexity and Effective Methods in Scientific Computation. The position is subject to budgetary approval. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1999. This will be a joint appointment between the Department of Mathematics (75%) and the Department of Computer Science (25%). Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To insure full consideration, this information should be received by December 1, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Applied Mathematics. The Department of Mathematics, University of Toronto solicits applications for a tenure-stream appointment for a mathematician working in the area of Applied Mathematics. The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1999. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To insure full consideration, this information should be received by December 1, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Applied Mathematics - Computational Science. The Department of Mathematics, University of Toronto solicits applications for a tenure-stream appointment for a mathematician working in the area of Applied Mathematics (Computational Science). The appointment is at the downtown (St. George) campus at the level of Assistant Professor, to begin July 1, 1999. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Salary commensurate with experience. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To insure full consideration, this information should be received by December 1, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Limited Term Assistant Professorships. The Department invites applications for one or more limited term Assistant Professorships which may, subject to budgetary approval, become available at the St. George (downtown), Scarborough or Erindale campus, for a period of one to three years, beginning July 1, 1999. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salaries commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.math.toronto.edu/jobs/. To insure full consideration, this information should be received by December 1, 1998. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO — Limited Term Assistant Professorships. The Department invites applications for one or more limited term Assistant Professorships which may, subject to budgetary approval, become available at the St. George (downtown), Scarborough or Erindale campus, for a period of one to three years, beginning July 1, 1999. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salaries commensurate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to the Search Committee, Department of Mathematics, University of Toronto, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: http://www.

UNIVERSITÉ YORK UNIVERSITY

Toronto, Canada

Professorship in Visual Science

York University and the **Ontario Research Development Challenge Fund** invite applications for a newly established Professorship in Visual Science. Applicants should have a strong record of research in biological vision extending over at least 10 years beyond their PhD. The appointment could be in one or more of the departments of Biology, Psychology, and Computer Science.

The York Centre for Vision Research consists of 16 faculty members in Psychology, Biology, Computer Science, and Philosophy. They conduct psychophysical, physiological and computational investigations of a broad range of topics including: spatial vision, eye-movement, attention, clinical problems, the visual-vestibular system and machine vision. The Centre has excellent research facilities and strong links with the Centre for Research in Earth and Space Technology, the Hospital for Sick Children and the Eye Research Institute of Canada.

Enquiries and applications, with a curriculum vitae and the names of three referees, should be sent to:

Ian P. Howard, Centre for Vision Research
Farquharson Building, York University
4700 Keele Street
Toronto, Ontario M3J 1P3
Email: (ihoward@hpl.crestech.ca)
Telephone: (416) 736-5659;
Fax: (416) 736-5857
Web site: (http://www.yorku.ca/dept/psych/yorkvis)

Review of applications will begin **November 1, 1998**, and continue until the position is filled.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of Alberta
Edmonton

Chair
Department of Philosophy

The Faculty of Arts at the University of Alberta invites applications and nominations for the position of Chair of the Department of Philosophy. This tenured position will be made at the rank of Professor, effective July 1, 1999. The floor of the salary scale for the rank of Professor for the 1998/99 academic year is $62,840.

The position of Chair is open as to area of specialization but the Department is currently advertising a senior vacancy in the following areas: History of Philosophy, including Ancient, Modern or Nineteenth Century Philosophy. A specialization in one of these areas could be an advantage. We invite all interested candidates with appropriate academic qualifications to apply.

The Faculty of arts spans more than 20 disciplines in the social sciences, humanities and fine arts. It emphasizes excellence in research and graduate and undergraduate education, and encourages its more than 300 faculty members, 700 graduate students and 5700 undergraduate students to pursue interdisciplinary and international scholarship. The Faculty is engaged in an extensive process of renewal, and is committed to ensuring that the substantial number of hirings it is in the process of making will secure for the future the lively and productive intellectual environment on which it prides itself. The Chair of the Department of Philosophy will play a leading role in the Faculty's renewal process.

Please send nominations or applications (including CVs and the names of three referees) by November 15, 1998 to:

Patricia Clements, Dean of Arts
University of Alberta
Edmonton, Alberta
T6G 2E5

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA
...it makes *sense.*

CIVIC EDUCATION PROJECT (CEP)

Teaching Positions in Central/Eastern Europe and the Former Soviet Union

CEP is a private voluntary educational organization dedicated to assisting reform efforts at universities in Central and Eastern Europe and the former Soviet Union. Applications for the 1999-00 academic year are available for the following:

VISITING LECTURER PROGRAM
CEP Visiting Lecturers teach social sciences courses in English and assist host departments with curriculum development and outreach projects. Assignments are for one academic year with the possibility of renewal. Lecturers receive a stipend, round trip air fare, and Western health insurance.

EASTERN SCHOLAR PROGRAM
The Eastern Scholar program supports scholars from the region who have studied at a Western university and wish to pursue an academic career in their home countries. CEP assists Eastern Scholars to reestablish relations with their former universities, provides a stipend, teaching materials, and access to CEP academic programs.

Applications may be made via the CEP Website or regular mail, and must be postmarked/dated no later than **January 15, 1999**. To request an application packet, please specify Visiting Lecturer or Eastern Scholar: **Civic Education Project, 1140 Chapel Street, Suite 2A, New Haven, CT 06511**; Tel: (203) 781-0263; Fax: (203) 781-0265; E-mail: cep@cep.yale.edu; Website: http://www.cep.yale.edu.

Department of Economics **University of Toronto**

Assistant or Associate Professor Tenure Stream Appointments

Tenure-Stream Appointments, one on the St. George campus and one on the Erindale campus, subject to budgetary approval. Field preference is Applied Economics or Economic Theory.

Ph.D. Degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter. Appointments effective July 1, 1999; salary commensurate with qualifications.

Interested candidates should write by **November 30, 1998**, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

CLASSIFIEDS

math.toronto.edu/jobs/. To insure full consideration, all information should be received by December 1, 1998. Further information about academic positions in the Department of Mathematics is available on the World Wide Web by accessing the above URL. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and to permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization at the University of Waterloo invites applications for a tenure-track faculty position at the rank of Assistant Professor, in any area of combinatorics and optimization, but especially in graph theory. A PhD and proven ability, or the potential, for excellent research and effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to: Prof. W.H. Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Email: combopt@math.uwaterloo.ca. Web page: http://math.uwaterloo.ca/CandO_Dept/homepage.html. Effective date of appointment: July 1, 1999. Closing date for receipt of applications is January 15, 1999. The appointment is subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS & STATISTICS

YORK UNIVERSITY — Algebra. Department of Mathematics and Statistics. Faculty Position in Mathematics. Subject to budgetary approval, applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics, to commence July 1, 1999. Applicants must have a completed PhD and proven teaching abilities. The successful candidate will be expected to have an established record of research excellence with a demonstrated ability to make significant, original and independent contributions to a contemporary area of Algebra or closely related areas such as Algebraic Geometry or Algebraic Number Theory. The salary will be commensurate with experience and will be in the normal range for the Assistant Professor rank. Applicants should send resumes and arrange for at least three letters of recommendation to be sent so that they arrive before January 15, 1999, directly to: Alan Dow, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3 Canada. FAX: (416) 736-5757. E-Mail: chair@mathstat.yorku.ca. WWW: http://www.math.yorku.ca/hiring/.York University is implementing a policy of employment equity, including affirmative action for women faculty. The Department encourages applications from women, underrepresented minorities, First Nations, and persons with disabilities. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY — Applied Differential Equations or Numerical Analysis. Department of Mathematics and Statistics. Faculty Position in Mathematics. Applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics in Applied Differential Equations or Numerical Analysis or in an applications area related to one of these. The position is subject to budgetary approval and is to commence July 1, 1999. The successful candidate must have a PhD and is expected to have a proven record of research and successful experience in teaching. Preference will be given to candidates who can make solid contributions to the graduate programme and to those whose expertise could strengthen areas of present and ongoing research activity. The selection process will begin on January 29, 1999. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Alan Dow, Chair, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Canada. FAX: (416)736-5757 or (416)736-5730. E-mail: chair@mathstat.yorku.ca. WWW: http://www.math.yorku.ca/hiring/.York University is implementing a policy of employment equity, including affirmative action for women faculty. The Department encourages applications from women, underrepresented minorities, First Nations, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MCGILL UNIVERSITY — The Department of Mathematics and Statistics of McGill University is inviting applications for the following tenure track positions, at the assistant professor level: 1. A position in number theory: Preference will be given to applicants with research interests in the area of analytic number theory or arithmetic geometry, but other areas of number theory will also be considered. 2. A position in statistics: Preference will be given to applicants with a strong theoretical background in statistics, whose work is driven by applications. 3. A position in statistics, analysis or infinite group theory: In statistics our preferences would be as described in 2. In analysis, preference would be given to candidates working in geometric analysis, partial differential equations, harmonic analysis or wavelets. In infinite group theory we would expect interaction with geometry and topology, logic or combinatorics. The appointments are to begin July 1, 1999. Applicants should preferably have postdoctoral experience and are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the research interests of the Department and to its educational programs at both the undergraduate and graduate levels. Applications, with a curriculum vitae, a list of publications, a research proposal, an account of teaching experience and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to: Professor Georg Schmidt, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6 Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are also encouraged to include copies of up to 3 selected publications with their application. To ensure full consideration, applications must be received by December 31, 1998, although the search will continue until all the positions are filled. McGill University is committed to equity in employment and in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ McGILL — Le département de mathématiques et de statistique de l'Université McGill therthe à pouvoir les postes suivants au niveau de professeur(e) adjoint(e), menant a la permanence. 1. Un poste en théorie des nombres: La préférence sera accordée aux candidat(e)s travaillant en théorie analytique des nombres ou en géométrie arithmétique, mais d'autres domaines de la théorie des nombres seront également pris(e) en considération. 2. Un poste en statistiques: La préférence sera accordée aux candidat(e)s ayant une forte formation théorique en statistiques et dont les travaux sont motivés par des applications. 3. Un poste en statistiques, en analyse ou en théorie des groupes infinis: Pour le poste en statistiques, la préférence est telle que décrite au point 2. Pour le poste en analyse, la préférence sera accordée aux candidat(e)s travaillant en analyse géométrique, en équations aux dérivées partielles, en analyse harmonique ou en théorie des ondelettes. Pour le poste en théorie des groupes infinis, la préférence sera accordée aux candidat(e)s dont les recherches ont des rapports avec la géométrie et la topologie, la logique ou la combinatoire. La date d'entrée n fonctions sera le premier juillet 1999. Les candidat(e)s devront de préférence avoir acquis de l'expérience au niveau post-doctoral et avoir démontré leur capacité de mener à bien leurs recherches de manière indépendante et à un haut niveau. Parmi les critères de sélection des candidat(e)s, figurent leurs réalisations de recherches, ainsi que le potentiel qu'ils auront de contribuer aux intérêts de recherches du département et à ses programmes d'enseignement, ce tant au niveaux sous-gradué que gradué. Les demandes, comprenant un curriculum vitae, une liste de publications, un aperçu des projets de recherches, une description de l'expérience acquise en enseignement et les noms, numéros de téléphone et adresses électroniques d'au moins quatre répondants (dont un pourra commenter les qualités d'enseignant du candidat) doivent être envoyées à : Professeur Georg Schmidt, Directeur, Departement de mathématiques et statistique, Université McGill, 805, rue Sherbrooke ouest, Montréal (Québec) Canada H3A 2K6. Le candidat(e)s doivent faire envoyer les lettres de recommandation directement à l'adresse ci-dessus. Ils/elles sont également invité(e)s à inclure en annexe de leur demande des copies de jusqu'a trois de leurs publications. Pour être prises pleinement en considération, les demandes devront être reçues le 31 décembre 1998 au plus tard. Les recherches se poursuivront jusqu'a ce que le poste soit rempli. L'Université McGill souscrit a l'équité en matière d'emploi et, conformément à la législation canadienne en matière d'immigration, la priorité est accordée aux citoyens canadiens et aux résidents permanents du Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — Department of Mathematics and Statistics. Applications are invited for a tenure track position in Algebra at the level of Assistant Professor, effective September 1999, subject to availability of funds. Demonstrated superior capability as a teacher is a requirement for this position. In addition, the successful candidate should have an outstanding research record and will be expected to enhance the current active algebra program in the department. Rank and salary depend upon qualifications and are subject to negotiation. Applications, marked Ref: MS/ALG/99, with complete curriculum vitae, a statement of present research and teaching interests, and the names and mailing/e-mail addresses of at least three referees should be sent to: MS/ALG/99, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7. The closing date for receipt of applications is November 30, 1998 or until the position is filled. Memorial University is committed to the principle of equity in employment. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Memorial University is part of a vibrant, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for these positions are invited to include their resume for possible matching with other job opportunities.

CONCORDIA UNIVERSITY — The Department of Mathematics and Statistics invites applications for a tenure-track position at the rank of assistant professor in pure or applied mathematics, starting January 1, 1999. (This position is subject to budgetary approval.) Applicants should have a proven record of research, demonstrated interest in teaching both at the undergraduate and graduate level. Preference will be given to candidates with postdoctoral experience in the area of Dynamical Systems, Mathematical Physics, and Number Theory. The closing date for the applications is October 30, 1998. Applicants should send a current CV including statements of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Professor Joel Hillel, Chair Department of Mathematics and Statistics Concordia University 7141 Sherbrooke Street West Montreal, Quebec H4B 1R6. The department web page is: http://www-cicma.concordia.ca/math/. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

OPTOMETRY

UNIVERSITY OF WATERLOO — School of Optometry. Applications are being accepted for a probationary term (tenure track) appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who have earned a PhD and demonstrated independent research capability in vision science/visual neuroscience or a related field. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by December 18, 1998 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. In accordance with Canadian Immigration requirements priority will be given to Canadian Citizens and Permanent Residents of Canada.

ORGANIZATIONAL BEHAVIOUR

ATHABASCA UNIVERSITY — Assistant Professor, Organizational Behaviour. Athabasca University, Canada's Open University invites applications for

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UNIVERSITY OF
WINDSOR

Dean of Engineering

The University of Windsor is accepting applications for the position of Dean of the Faculty of Engineering. College of Engineering and Science, to commence the 1st of July, 1999, for a term of 5 years.

The Faculty of Engineering has a complement of 40 faculty members with 5 programs in the fields of Civil Engineering, Electrical Engineering, Environmental Engineering, Industrial and Manufacturing Systems Engineering and Mechanical Engineering. The Faculty currently has 160 graduate students (both Master's and Ph.D.) and 750 undergraduate students.

Located in one of Canada's strongest manufacturing regions, the University of Windsor enjoys outstanding support from industry. The Faculty of Engineering includes 3 NSERC Industrial Chairs, and is also a centre in two of the Federal Networks of Centres of Excellence. The Faculty of Engineering established the first Environmental Engineering program in Canada, has a strong co-op undergraduate program and a 5-year combined Bachelor's/Master's program.

The Faculty of Engineering seeks a strong leader with demonstrated abilities to facilitate excellence and innovation in research and education, and with an established reputation for scholarship, openness, equity, accountability, and integrity. The candidate will have the unique opportunity to realise the University of Windsor's vision to pursue its strategic advantages in manufacturing and the environment, through the Faculty of Engineering.

Applications, consisting of a curriculum vitae and the names of five referees, should be submitted to **Mrs. Carrie Hunting, c/o the Office of the Vice-President, Academic, Room 503, Chrysler Hall Tower, University of Windsor** by 4:00 p.m., **October 30th, 1998**

A profile for the position of Dean of the Faculty of Engineering is available at: http://www.uwindsor.ca/faculty/eng/deanprofile

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

ASSISTANT PROFESSOR
GEOPHYSICS

Applications are invited for a tenure-track position in Geophysics to be appointed at the Assistant Professor level. Responsibilities will include undergraduate and graduate teaching, covering exploration geophysics and physics of the earth. The Department of Geology supports Geology, Environmental Geochemistry and Geological Engineering programs to which all faculty contribute. The Department is seeking a candidate who can integrate in to and complement existing departmental research interests. The successful candidate must have a PhD at the time of appointment and is expected to develop a significant, externally-funded research program.

Subject to budgetary approval, the position is available **September 1998**, and it is anticipated that an appointment will be made by January 1999. The Department of Geology is involved in rejuvenation of its faculty and anticipates significant opportunities for the successful candidate.

Applicants are asked to provide a curriculum vita, a statement of teaching and research plans, and the names and contact information of three (3) people who could serve as references. Applications should be sent to:

Dr. Joseph C. White
Chair, Department of Geology
University of New Brunswick
2 Bailey Drive
Fredericton, NB E3B 5A3 CANADA

In accordance with Canadian immigration policy this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

UNIVERSITY OF NEW BRUNSWICK

The Canadian Association of University Teachers Announces the 31st Annual

J.H. Stewart Reid Memorial Fellowship for 1999-2000 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian University
- Duration of one year

Application Closing Date:
April 30, 1999

The Fellowship recipient will be announced in July 1999. An announcement will also appear in an autumn edition of the CAUT Bulletin.

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30, 1998 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 1999.
- A first class academic record in a graduate program.

For further information and application forms, write to:
Peggy Richer, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2

CAUT

Communication de l'Association canadienne des professeures et professeurs d'université

La 31e bourse annuelle J.H. Stewart Reid pour études doctorales 1999-2000

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Critères :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de toutes les disciplines dans une université canadienne
- D'une durée d'un an

Date limite des demandes :
30 avril 1999

Le nom du lauréat ou de la lauréate sera annoncé en juillet 1999. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 1998 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son project de doctorat approuvé avant le 30 avril 1999.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Renseignements et formulaires de demande :
Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2

ACPPU

ANNONCES CLASSÉES

a tenure-track faculty member in organizational behaviour in its Centre for Commerce and Administrative Studies (CCAS), the Open School of Business. Expected start date for this position is July 1, 1999. Candidates should demonstrate a clear commitment to organizational analysis and the improvement of management practice. Preference will be given to candidates with experience in adult and/or distance education. Demonstrated excellent writing skills are a considerable asset. The person should hold or be near completion of a PhD in organizational behaviour or a related discipline. The CCAS is particularly interested in the interaction of micro organization theory with other related disciplines, such as macro organization theory, organization design, or organization psychology. The CCAS offers the degrees of Bachelor of Administration and Bachelor of Commerce, and university certificates in accounting, administration, computer and management information systems, and labour relations. In accordance with Immigration Canada regulations, this advertisement is directed to Canadian citizens and permanent residents. Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities. Athabasca University is located in the town of Athabasca, Alberta, and has regional centres in the cities of Edmonton, Calgary, and Fort McMurray. Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, Canada T9S 3A3 on or before November 15, 1998. For further information, please contact Dr. Shamsul Chowdhury (e-mail: shamsudc@athabascau.ca), Acting Director, CCAS, at (403) 675-6402.

PEDIATRICS

QUEEN'S UNIVERSITY — The Department of Pediatrics at Queen's University is seeking a full-time faculty member with fellowship training in pediatric intensive care or equivalent clinical experience. The responsibilities of the position include patient care and teaching as well as research, for which demonstrated independent capabilities would be an asset. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities. Letters of application accompanied by a curriculum vitae should be directed to: Dr. Kimberly E. Dow, Rm. 6-303, Doran 3, Kingston General Hospital, Kingston, Ontario K7L 2V7.

PHARMACY & PHARMACEUTICAL SCIENCES

UNIVERSITY OF ALBERTA — Applications are invited for a full time tenure track position in Pharmaceutics at the level of Assistant/Associate Professor. Applicants must have a PhD in the area of Pharmaceutics. Postdoctoral research, industrial and/or teaching experience would be desirable. Of particular interest are individuals with expertise in dosage form design and/or drug delivery system development, particularly in the area of protein/peptide drugs. The successful candidate is expected to develop an active research program through extramural funding to complement an established research faculty. Teaching responsibilities include participation in both undergraduate and graduate level courses. The Faculty has 420 undergraduate and 60 graduate students. The University of Alberta has 29,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty, University and outside the University. Edmonton is a city of approximately 600,000 people and is the provincial capital of Alberta. Theatre, arts, sports and outdoor activities are in ample supply. A comfortable, family lifestyle is available in Edmonton which is located approximately 3.5 hours by car from the Canadian Rockies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications should include a complete curriculum vitae, a description of research and teaching interests and the names and addresses of three referees. The position is available immediately and applications will be accepted until November 1, 1998. Dr. R.E. Moskalyk, Dean, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Dentistry/Pharmacy Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2N8. Phone: (403) 492-0204, Fax: (403) 492-1843, Internet: rmoskalyk@pharmacy.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHILOSOPHY

UNIVERSITY OF ALBERTA — Philosophy, Junior Position. The Faculty of Arts, University of Alberta is engaged in extensive renewal of its staff and is committed to ensuring that the many new appointments anticipated over the next few years will secure for the future the lively and productive intellectual environment on which it prides itself. Applications are invited for a tenure-track position, effective July 1, 1999 for an Assistant Professor, in the Department of Philosophy. The floor salary level for assistant professors is currently $42,054. The successful candidate will have a PhD, demonstrated research accomplishments, and teaching experience. Field of Specialization: Feminist Philosophy, with competence in Social and Political Philosophy. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including CVs, all university transcripts and three letters of reference should be sent by February 1, 1999 to: Bernard Linsky, Acting Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, Canada, T6G 2E6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PHYSICAL HEALTH & EDUCATION

QUEEN'S UNIVERSITY — Faculty Position in Physiology of Exercise. The School of Physical and Health Education at Queen's University, Kingston, invites applications for a tenure track position at the rank of Assistant Professor. The appointment will commence July 1, 1999, subject to negotiation. The successful candidate will hold a PhD in the physiological aspects of exercise with a strong theoretical background in exercise physiology, exercise biochemistry, nutritional science or related areas. The School maintains a balanced undergraduate program with strong physical and social science components. Both M.Sc. and PhD degrees are offered in the area of physiology of exercise. The successful candidate must demonstrate strong teaching skills at both the undergraduate and graduate levels. Current undergraduate course offerings include physiology-based teaching units in the following areas: basic exercise physiology, fitness testing and lifestyle counselling, clinical exercise physiology, conditioning of athletes, nutritional aspects of sport and health promotion, aging and human growth and development. Current graduate courses provide advanced coverage of metabolic, cardiorespiratory and endocrine responses to acute exercise and physical conditioning and the use of exercise to prevent/treat chronic diseases. The successful candidate must provide evidence of strong research training and scholarly productivity, and an ability to secure external funding. It is expected that the successful candidate will develop an independent research program and also contribute to the School's collaborative research activities. Research skills should complement but not duplicate the School's current emphasis on metabolic and cardiorespiratory assessments of different exercising populations. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Letters of application, together with a curriculum vitae and names of three referees should be submitted by October 30, 1998. Dr. Joan M. Stevenson, Director School of Physical and Health Education, Queen's University, Kingston, Ont. K7L 3N6; e-mail: stevenj@post.queensu.ca; Telephone: (613) 545-6000 ext. 4717; Fax: (613) 545-2009.

PHYSICS

UNIVERSITY OF ALBERTA — Tenure-Track Faculty Position in Experimental Condensed Matter Physics. The Department of Physics at the University of Alberta plans to make an Assistant Professor, tenure-track appointment in experimental condensed matter physics, with a starting date of September 1, 1999. We especially seek candidates with research experience in the physics of nanostructures, although outstanding candidates with experience in high-temperature superconductors, low-temperature physics, magnetic materials, ultrafast laser optics, electron microscopy and other fields of condensed matter physics will also be given consideration. Apart from the ability to maintain a strong research program, ability and interest in teaching at the undergraduate and graduate level will be an important selection criterion. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The application should include a curriculum vitae, a research plan and a teaching profile outlining experience and/or interests. The applicant must have at least three confidential letters of reference sent to the address below, on or before the closing date February 1, 1999 to: Condensed Matter Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhatia Physics Lab, Edmonton, Alberta, Canada, T6G 2J1. Fax: (403) 492-0717, E-mail: dept@phys.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF TORONTO — Experimental Condensed Matter. The Department of Physics will make a tenure track appointment to the rank of Assistant Professor with an expected starting date of 1 July 1999. This appointment will be in the area of experimental condensed matter physics, and is one of several appointments being made in the Department of Physics in 1999. We seek candidates with a PhD in Physics, with proven or ottential excellence in both research and teaching. Preference will be given to a candidate who will undertake a programme in advanced materials, and who will strengthen and complement the Department's existing research programmes in strongly interacting electronic systems. However, we invite outstanding candidates working in other areas of experimental condensed matter physics to apply. We urge prospective candidates to visit our home page at http://www.physics.utoronto.ca/. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, a statement of research interests and three letters of reference, should be sent to: Professor Pekka K. Sinervo, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 1A7. The deadline for the receipt of applications and letters of recommendation is 31 October 1998. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF TORONTO — Department of Physics, Experimental Nonlinear or Biological Physics. The Department of Physics will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of July 1, 1999. This is one of two appointments being made in the area of experimental condensed matter physics. An appointment at a higher rank may also be considered. We seek candidates with a PhD in Physics, with proven or potential excellence in both research and teaching. Our goal is to find a candidate with a strong experimental background and an innovative, interdisciplinary outlook. We are interested in the general area of physics far from equilibrium: nonlinear physics (e.g. pattern formation, granular media, fracture) or biological physics (e.g. DNA dynamics, chemotaxis). We also invite outstanding candidates working in related areas of experimental soft condensed matter physics to apply. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, a summary of proposed research and three letters of reference should be sent to: Professor Pekka Sinervo Chair, Department of Physics University of Toronto 60 St. George Street Toronto, Ontario M5S 1A7 Canada. The deadline for the receipt of applications and letters of recommendation is Oct. 31, 1998. We urge prospective candidates to visit our home page at http://www.physics.utoronto.ca/. In accordance with Canadian immigration requirements, this advertisement is directed to both Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

MCGILL UNIVERSITY — The Department of Physics at McGill University is expanding into the field of astrophysics and at the present time invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 1999. The firm appointment will be in an area of Experimental Astrophysics including but not restricted to radioastronomy, X- and gamma-ray astronomy or observational cosmology. The Department currently has faculty members pursuing research in ground-based gamma-ray astronomy (STACEE) as well as theorists working on problems in cosmology, neutrino physics, and quantum gravity. The Department has active groups in condensed matter physics, high energy physics, nuclear physics and theoretical atmospheric physics. For more information about the McGill Physics Department, candidates are invited to consult our home page at http://www.physics.mcgill.ca. We seek candidates with a proven record of excellence in research and also the capacity for excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of research and teaching interests. They should also arrange for three letters of reference to be sent directly to: Prof. I. Barrette, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin November 23, 1998. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Condensed Matter Physics. Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level in the area of theoretical or experimental, hard or soft condensed matter physics, to begin in September 1999. Candidates in all areas of condensed matter physics will be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. B. Tome, Condensed Matter Physics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. In accordance with Canadian immigration requirements, this advertisement is directed

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Faculty of Social Work **University of Toronto**

Assistant/Associate Professor Position in Child and Family

The Faculty of Social Work is renewing its emphasis on child and family scholarship, research, and teaching for social work practice. Applications are invited for a tenure stream appointment at the Assistant Professor level, starting date to be negotiated.

Required — Candidates should have a doctorate in social work or a field compatible with social work; experience in direct social work practice with children, adolescents, and families; a record of research and scholarship in the area of child and family; a clearly articulated program of research in child and family practice; teaching experience in social work with the ability to teach a variety of courses in direct practice in the Masters Program; ability to work collaboratively with a wide range of community and academic professionals; and, potential to contribute to the doctoral program.

Preferred — Preference will be given to candidates who also have expertise in one or more of the following areas: child development, family violence, family intervention and child, adolescent, and family services; scholarly work and practice experience with marginalized populations; and, graduate teaching experience.

This position offers an opportunity to contribute to the Faculty's commitment to knowledge building for practice in the area of child and family. The Faculty of Social Work is committed to enhancing the diversity of its faculty complement and the inclusion of multiple perspectives on social work practice.

Applicants are invited to send by **December 15, 1998** a curriculum vitae, three letters of reference and a letter stating teaching, research, and professional expertise relevant to the position to **Dr. Wes Shera, Dean, Faculty of Social Work, University of Toronto, 246 Bloor Street West, Toronto, Ontario M5S 1A1.** Although nominations and applications will be accepted until the position is filled, those submitted early are best assured of receiving full consideration.

In accordance with its Employment Equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. This is an international search but in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

SEED GRANTS FOR INDIA STUDIES

1999-2000

The Shastri Indo-Canadian Institute invites applications from Canadian Universities for Seed Grants Offered For 1999-2000. Seed Grants are given to Canadian Universities for events or activities that may have a catalytic effect in promoting or enhancing India Studies at their University.

Application Information:
The maximum grant will be $5,000 and only one grant will be made to any institution. While institutions with established India Studies programmes are welcome to apply, preference will be given to institutions without such programmes.

Criteria for adjudication include:
- The innovative quality of the proposal.
- The likelihood of the proposal resulting in an enhancement of India Studies.
- The commitment of the institution to maintain such an enhancement.

Applicants should indicate clearly:
- The expected benefits of the grant.
- The institution's commitment to realizing these benefits.

The Institute's India Studies Committee will consider applications at its March 1999 meeting.

Complete applications must be received at the following address by *February 1, 1999.*

The President, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive, NW
Calgary AB, T2N 1N4
Phone: (403) 220-7467
Facsimile: (403) 289-0100
Email: sici@ucalgary.ca

Please note that applications sent by facsimile are not accepted.

St. Jerome's University

DEAN

Applications or nominations are invited for the position of Dean of St. Jerome's University.

A Roman Catholic Liberal Arts University offering undergraduate courses in Arts and in Mathematics, St. Jerome's University was founded in 1865 and has been federated with the University of Waterloo since 1960. St. Jerome's is committed to fostering both the intellectual and personal growth of its students.

St. Jerome's University is seeking an individual who is a practising Roman Catholic, with strong academic and administrative credentials, an individual who possesses an understanding of the Canadian university system, including the role of Catholic universities in it. The Candidate should have the ability both to communicate effectively with faculty, students, staff and graduates and to maintain strong relations with the Roman Catholic constituency of the University. The Dean will also be expected to take an active role (ie. teach) in one of the academic departments (English, History, French, Italian, Philosophy, Psychology, Religious Studies, Sociology or Mathematics).

The appointment will be effective July 1, 1999.

St. Jerome's University has a commitment to employment equity. St. Jerome's incorporating act requires that this advertisement be directed to Canadian citizens. Salary is commensurate with experience and rank and based on the University of Waterloo salary grid.

Further information about St. Jerome's can be found at www.usjc.uwaterloo.ca.

Applications and curriculum vitae should be received by *November 20, 1998* and addressed to: *Ms. Margaret Anne Voll, Chairperson, Dean Search Committee, St. Jerome's University, Waterloo, Ontario N2L 3G3*

Department of Economics **University of Toronto**

Assistant or Associate Professor Tenure-Stream Appointments

Tenure-Stream Appointments, on the St. George campus, subject to budgetary approval. Two positions in Econometrics, one in Economic Theory or Applied Economics.

Ph.D. Degree or equivalent, with solid training in applied econometrics and economic theory, as well as in the field of specialization, is required as of July 1, 1999 or soon thereafter.

Appointments effective July 1, 1999; salary commensurate with qualifications.

Interested candidates should write by **November 30, 1998**, providing a curriculum vitae and the names of three referees to:

Professor M. Fuss, Chair
Recruiting Committee
Department of Economics
150 St. George Street
University of Toronto
Toronto, Ontario M5S 3G7
CANADA

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

ASSISTANT PROFESSOR PHYSICS

The Department of Physics invites applications at the Assistant Professor level for a tenure track position effective July 1, 1999 subject to budgetary approval. Candidates are expected to have a PhD in physics. Applicants should have a proven record of research and successful experience in teaching. The department has active research programs in MRI, fiber optics, molecular physics, and plasma physics with solar-terrestrial applications. Preference will be given to those candidates whose expertise would enable them to contribute in at least one of these areas. Ability and interest in interdisciplinary work with researchers from other departments would be an asset. Salary will depend on qualifications, consistent with our collective agreement.

Applicants should provide their CVs and description of research and teaching interests and arrange for three letters of reference to be sent. All material should be directed to:

Dr. Jack VanderLinde, Acting Chair
Department of Physics
University of New Brunswick
Box 4400, Fredericton, N.B. E3B 5A3
E-mail: jvdl@unb.ca
Fax: (506) 453-4581

The deadline for receipt of applications is **December 1, 1998.**

In accordance with Canadian immigration policy, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment Equity.

UNIVERSITY OF NEW BRUNSWICK

CLASSIFIEDS

to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Extragalactic Astronomy/Cosmology. Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applications for a tenure-track position at the Assistant Professor level in the area of extragalactic astronomy to begin in September 1999. We are particularly interested in a person who has aptitude with data in the areas of background radiation, large-scale structure of the Universe, or galaxy formation. Outstanding candidates in other areas of astrophysics and gravitation will also be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our Web page at http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence m teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr R.B Mann, Astrophysics Hiring Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831; e-mail: physics@uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Physics. Faculty Position in Laser Physics, Department of Physics, University of Waterloo. The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level in the field of experimental laser physics, with applications in one or more of the following areas: ultrafast phenomena, materials processing, biomaterials, particle trapping and manipulation, to begin in September 1999. Candidates in all areas of laser physics will be considered. In exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. D. Strickland, Laser Physics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: PHYSICS@UWATERLOO.CA. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Physics, University of Waterloo, invites applicants for a tenure-track position at the Assistant Professor level in biophysics to begin in September 1999. Candidates in all areas of biophysics and biomaterials will be considered. However, preference will be given to individuals whose research programs complement existing programs in protein structure and stability, dynamics of macromolecular systems, molacular modelling and biomembranes. We will entertain applications from all nationalities, and in exceptional cases appointment at a more senior level will be considered. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. Applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience, and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by November 2, 1998 and addressed to Dr. I.R. Lepock, Biophysics Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS & ASTRONOMY

YORK UNIVERSITY — Department of Physics and Astronomy. Tenure-Track Appointment, Experimental Laser Physics. We invite applications for a tenure-track faculty position at the level of assistant professor in experimental laser physics; an appointment at a higher level will be considered for an exceptional candidate. The successful candidate will normally have post-doctoral experience, a strong commitment to both teaching and research, and be expected to establish and maintain an independent program of research, including the supervision of graduate students. The Department's current strengths in laser physics lie in the areas of lidar/remote sensing and high-prerision atomic spectroscopy. It is particularly interested in outstanding applicants in these or other areas of laser physics and/or in expanding into nearby areas of condensed matter physics. An application should include a curriculum vitae, a list of publications, a brief description of proposed research, and letters from at least three referees active in the field who are familiar with the candidate's work. York University is implementing a policy of employment equity, including affirmative action for women. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. All inquiries and materials should be sent before December 31, 1998, to: Attention: Search Committee, c/o Mrs. Marlene Caplan, Administrative Assistant, Department of Physics and Astronomy, York University, 4700 Keele St., Toronto, Ontario M3J 1P3. Canada; Phone: (416) 736-5249; FAX: (416) 736-5516. Further information about the Department and the University can be found at our web site: http://www.physics.yorku.ca.

PHYSIOLOGY

THE UNIVERSITY OF ALBERTA invites applications from highly qualified individuals for a position as Research Scholar at the level of Assistant Professor in the field of cardiovascular physiology. The salary range is $40,638 - $57,510. This position will be funded through an external agency for an initial period of five years, but the incumbent will enjoy the privileges of the University academic rank of Assistant Professor. The granting of these awards is by competition and is made on the basis of excellence, and applicants will need an academic record commensurate with the expectations of these agencies. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a curriculum vitae, a statement of research interests and objectives, and the names of three references, should be sent to Dr. E.J. Sanders, Professor and Chair, Department of Physiology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. Closing date is November 1, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

PLANNING

UNIVERSITY OF WATERLOO — The School of Planning at the University of Waterloo invites applicants for a faculty position in Urban Planning and Design. The candidate should be able to link theory with professional planning practice and provide leadership in applying computer design and analysis aids. The selected candidate will possess research and policy experience in one or more of: planning and management of environmental and built aspects of land use and development, urban environmental dynamics, site planning, or design and rehabilitation of built environments. Ability to address one or more cross cutting themes such as: environmental health, heritage, sustainability, human ecology or urban design would be an asset. The candidate is expected to be a strong contributor to the School's PhD, Master's and Bachelor's programs, and scholarly research activity. Applicants should have a PhD in planning or related field. Appointment, academic rank, tenure-track or definite term and salary will be commensurate with the candidate's qualifications and experience. The appointments will be effective September 1, 1999. Applications must include a letter of application stating career objectives, approach to learning and teaching, and research goals. Applicants must include with the letter of application a current curriculum vitae, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application and CV. References will be contacted for those being considered in the second stage of review. Complete applications are due by October 30, 1998. Applications should be sent to: Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applicatrons from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has the Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities.

PLANT AGRICULTURE

UNIVERSITY OF GUELPH — Department of Plant Agriculture. The Horticultural Research Institute of Ontario, University of Guelph, invites applications for a tenure-track position in the greenhouse vegetable research area at the assistant professor level. Candidates should have a Ph.D., a strong interest in applied research, and technology transfer substantiated by recognized accomplishments, and will be expected to develop a vigorous applied research program. Technology transfer responsibilities include working with government advisory staff, grower groups, and organizations. Teaching responsibilities may include greenhouse vegetable production at the graduate and undergraduate level. The successful applicant will have the opportunity to work in a multidisciplinary environment and should be prepared to work closely with other academic and government scientists to develop an industry responsive research program. This position is located at the Vineland Station facility. Send full curriculum vitae, selected reprints and the names of three referees to the Chair, Search Committee, c/o Department of Horticultural Science, 1105 Edmund C. Bovey Building, University of Guelph, Guelph, Ontario N1G 2W1; Telephone (519) 824-4120 ext. 2784; Facsimile (519) 767-0755. Position subject to final budgetary approval and commences January, 1999. The deadline for applications is October 31, 1998. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advectisement is directed to Canadian citizens and permanent residents of Canada

PLANT SCIENCE

UNIVERSITY OF MANITOBA — The Department of Plant Science, University of Manitoba, invites applications for a tenure-track position as an Assistant Professor in plant physiology. Candidates must have a PhD and preferably post-doctoral research experience in plant physiology. Excellent communication skills, a strong publication record, demonstrated leadership qualities and superior teaching capabilities at the undergraduate and graduate levels are essential. The successful candidate will be expected to develop a strong research program in plant physiology and preference will be given to applicants working in stress physiology, herbicide physiology, or plant growth and development. Potential areas for collaboration in the Department include host-pathogen interactions, post-harvest physiology, herbicide resistance, remote sensing, breeding and plant propagation, and plant-microbe interactions. The successful candidate is expected to obtain external funding to support research and graduate students, to work collaboratively with other faculty members and with scientists at other institutions, and to interact with agricultural producers, extension specialists and agribusiness personnel. The salary range for an assistant professor is $40,868 to $62,509 plus benefits. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae, transcripts, statements of teaching philosophy and research interests, reprints of recent publications, and the names, addresses (postal and email) and phone numbers of three referees should be submitted to Dr. G.M. Ballance, Head, Department of Plant Science, University of Manitoba, Winnipeg, MB, R3T 2N2. Closing date for applications is November 6, 1998. For information on the Department of Plant Science and the University of Manitoba, visit our web site at www.umanitoba.ca/faculties/afs/plant_science.

POLITICAL SCIENCE

UNIVERSITY OF GUELPH — The Department of Political Science, University of Guelph, invites applications for a tenure-track appointment in International Development. The position will be at the rank of Assistant Professor ($47,500 per annum) beginning 1 July 1999. Applicants should have a strong interdisciplinary, theoretical, and empirical grounding. Candidates should also have demonstrated competence in the field of International Relations. A regional focus in both teaching and research would be an asset. A solid research and publication record is expected, as is evidence of solid teaching capabilities. Applications will only be considered from candidates who have completed a PhD. Applicants should ensure that three letters of recommendation are sent directly to the address below. Applicants should also submit a current curriculum vitae, teaching dossier, and cover letter stating their research interests by no later than 4 December 1998 to: Maureen Mancuso, Chair, Department of Political Science, University of Guelph, Guelph, Ontario N1G 2W1, Canada. Tel: 519-824-4120, Ext. 6503, Fax: 519-837-9561, E-mail: mancuso@uoguelph.ca. More information about the department can be found at website: http://www.polisci.uoguelph.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appoint-

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which inrends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and wish to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condrtion of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year Further Information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'astaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W. Washington, DC 20005; tél: (202)737-5900.

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The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/98	August 14/98
October	September 4/98	September 11/98
November	October 2/98	October 9/98
December	November 6/98	November 13/98
January	December 4/98	December 11/98
February	January 8/99	January 15/99
March	February 5/99	February 12/99
April	March 5/99	March 12/99
May	April 6/99	April 13/99
June	May 7/99	May 14/99

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

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Stella Mazzarolo — Advertising Coordinator
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Dates limites

Le *Bulletin* est publié dix fois pendant l'année universitaire : la 1re semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 1998	14 août 1998
Octobre	4 septembre 1998	11 septembre 1998
Novembre	2 octobre 1998	9 octobre 1998
Décembre	6 novembre 1998	13 novembre 1998
Janvier	4 décembre 1998	11 décembre 1998
Février	8 janvier 1999	15 janvier 1999
Mars	5 février 1999	12 février 1999
Avril	5 mars 1999	12 mars 1999
Mai	6 avril 1999	13 avril 1999
Juin	7 mai 1999	14 mai 1999

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite.

LE BULLETIN DE L'ACPPU

Stella Mazzarolo — Coordonnatrice de la publicité
TÉL. (613) 820.2270 *TÉLÉC.* (613) 820.2417
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ANNONCES CLASSÉES

ment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF VICTORIA — The Department of Political Science of the University of Victoria invites applications for a tenure-track position at the Assistant Professor rank in the area of Women and Politics. Applicants should have a specialisation in feminist political theory and/or women & politics in any field of Political Science. Applicants should have a completed PhD and a teaching and publication record of promise. The position commences 1 July 1999. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities and Aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Other qualified candidates are welcome to apply. The closing date for applications is 15 December 1998. Applications, including a curriculum vitae, should be sent to Professor James Tully, Chair, Department of Political Science, University of Victoria, P.O. Box 3050, Victoria, B.C., V8W 3P5. Applicants should ask three referees to send letters of reference to the Chair. E-mail address: jtully@uvic.ca, Fax (250) 721-7458, telephone (250) 721-6489, http://www.cous.uvic.ca/poli/.

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Political Science. Assistant Professor; probationary (tenure-track) beginning 1 July 1999, subject to budgetary approval. PhD in Political Science; a commitment to scholarship and teaching in a university with good opportunities for research and scholarly activity; ability to teach courses in Canadian government and politics, preferably including Canadian public policy or political behaviour. The successful candidate will be expected to teach introductory and advanced courses in the above-mentioned fields and to develop a continuing research program in Political Science. The ability to teach one or more courses outside the area of specialization would be an advantage. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is $38,478.00 per annum. Applicants should send a letter describing interests and qualifications in all areas of teaching competence, and attach a curriculum vitae, most recent transcript, course outlines and teaching evaluations, and a statement of teaching philosophy. Arrange for this material and three letters of reference to be sent to: Dr. Peter McCormick, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2580, Fax: (403) 382-7148, E-mail: hodpsm@uleth.ca. Home page is located at www.uleth.ca/pol. The closing date for applications is December 15, 1998.

PSYCHOLOGY

YORK UNIVERSITY — The Kinesiology and Health Science Program, Faculty of Arts at York University, invites applications for a tenure-track, assistant professor position in Health Psychology. See listing under Kinesiology for further details.

YORK UNIVERSITY — Faculty of Arts, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of Clinical Psychology. The Department is seeking a candidate with an expertise in neurobiological factors and/or genetic factors in behaviour, as well as a strong knowledge of biological (somatic) treatments of the mood disorders, schizophrenia, the anxiety disorders, and the behavioural disorders. Knowledge of assessment, and treatments such as ECT, antidepressant drugs, phenonthiazines, anxiolytics, light therapy for SAD, sleep manipulation therapy and their relationships to the major clinical disorders is also required as is a knowledge of psychotherapeutic techniques. Duties include teaching in both the graduate and undergraduate programs. A PhD in psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: spyke@yorku.ca); Fax: (416) 736-5814; Telephone: (416) 736-5116. A review of applications will begin November 1 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

YORK UNIVERSITY — Faculty of Arts, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of Clinical Psychology. The Department is seeking a candidate with an expertise in neurobiological factors and/or genetic factors in behaviour, as well as a strong knowledge of biological (somatic) treatments of the mood disorders, schizophrenia, the anxiety disorders, and the behavioural disorders. Knowledge of assessment, and treatments such as ECT, antidepressant drugs, phenonthiazines, anxiolytics, light therapy for SAD, sleep manipulation therapy and their relationships to the major clinical disorders is also required as is a knowledge of psychotherapeutic techniques. Duties include teaching in both the graduate and undergraduate programs. A PhD in psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: spyke@yorku.ca); Fax: (416) 736-5814; Telephone: (416) 736-5116. A review of applications will begin November 1 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

YORK UNIVERSITY — Faculty of Arts, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in Clinical Psychology with a focus on psychodiagnosis and psychotherapy. A strong background in psychodiagnosis and psychotherapy with adult populations is required. Preference will be given to candidates with an expertise in Cognitive-Behaviour Therapy. Duties include teaching in both graduate and undergraduate programs. A PhD in psychology is required. Candidates should have a promising publication record and program of research in psychopathology and/or assessment intervention. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: spyke@york.ca); Fax: (416) 736-5814, Telephone: (416) 736-5116. A review of applications will begin November 1 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

YORK UNIVERSITY — Faculty of Arts, Department of Psychology. Applications are invited for a tenure-track position at the assistant professor level in the area of Personality Theory and Research. The specific specialization focus is open. Duties include teaching in both the graduate and undergraduate programs. A PhD in psychology is required. Candidates should have a promising publication record and program of research. Enquiries and applications, with curriculum vitae, three letters of reference, and relevant reprints should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 (E-mail: spyke@yorku.ca); Fax: (416) 736-5814; Telephone: (416) 736-5116. A review of applications will begin November 1 and continue until the position is filled. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. All positions at York University are subject to budgetary approval.

UNIVERSITY OF TORONTO at Scarborough — Clinical Research/Abnormal Psychology. The Division of Life Sciences, University of Toronto at Scarborough, invites applications for a tenure-stream position in clinical research and/or abnormal psychology. Applicants must have a PhD (or equivalent), and preferably one or more years of postdoctoral experience. The successful candidate will be expected to take an active role in both undergraduate and graduate teaching, and to develop a strong research program. Interested applicants should submit a complete c.v., a statement of research and teaching interests, three letters of recommendation (including comments on teaching ability and publications), and copies of recent reprints to: Professor James W. Gurd, Acting Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is December 15, 1998. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective July 1, 1999, subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF ALBERTA — The Department of Psychology at the University of Alberta is seeking applications for three appointments in the general area of cultural aspects of communication, social processes, and/or cognition. The set of appointments will add a new theme to departmental research and teaching - a focus on sociocultural influences on psychological processes - while complementing existing specializations. Successful applicants will be expected to contribute to development of this new emphasis. Applicants should have demonstrated excellence and ongoing programs of research in one of the following areas: social psychology, cognitive psychology, cognitive science, developmental psychology, personality psychology, psychology of aging, psychological aesthetics, social psychology, or applied research focused on issues in education, health, multiculturalism, or technological innovation. Within the general theme of cultural aspects of communication, social processes, and/or cognition, one position will be in social psychology, one will be in the psychology of aging, and one will be in any of the areas noted above. Hiring decisions will be based on demonstrated excellence in research capability, teaching ability, the potential for intradepartmental and interdisciplinary collaboration, and fit with departmental needs. These tenure-track appointments will be made at the assistant professor level (salary floor $40,638) effective July 1, 1999. The PhD must be completed by July 1, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A curriculum vitae, a description of current and planned research, copies of recent publications, and at least three letters of reference should be sent to: Dr. Charles H.M. Beck, Acting Chair, Department of Psychology, P220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Applications for the competition should be received by November 15, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ST. JEROME'S UNIVERSITY, Department of Psychology — St. Jerome's University is a liberal arts, Roman Catholic institution federated with the University of Waterloo that emphasizes teaching excellence. Applications are invited for a tenure-track position at the level of Assistant Professor to commence on July 1, 1999 contingent upon funding. Successful candidates will possess some combination of the following characteristics: 1) research interests and expertise in some aspect of human sexuality; 2) comfort in a student-centered atmosphere in which collegiality and interpersonal sensitivity are highly valued, 3) a commitment to excellence in teaching and collaborative research with undergraduates, 4) potential for administrative and leadership responsibilities. Preference will be given to female candidates, as well as to applicants who are familiar with and supportive of the traditions of the Roman Catholic faith. All candidates must have completed a PhD in Psychology by the date of hire. Applicants should send the following materials: 1) a curriculum vita, 2) the names of three persons who have been requested to send confidential letters of reference, 3) a detailed cover letter explaining how you meet our desired qualifications, 4) teaching evaluations (if available). Applications should be mailed by November 15, 1998 to: Dr. John K. Rempel, Chair, Department of Psychology, St. Jerome's University, Waterloo, Ontario, Canada N2L 3G3. For more information about St. Jerome's University, please see our website at www.usjc.uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ST. JERÔME'S UNIVERSITY, Department of Psychology — St. Jerome's University is a liberal arts, Roman Catholic institution federated with the University of Waterloo that emphasizes teaching excellence. Applications are invited for a tenure track position at the level of Assistant Professor to commence on July 1, 1999 contingent upon funding. Successful candidates will possess some combination of the following charactenstics: 1) research interests and expertise in some aspect of developmental psychology; 2) comfort in a student-centered atmosphere in which collegiality and interpersonal sensitivity are highly valued, 3) a commitment to excellence in teaching and collaborative research with undergraduates, 4) potential for administrative and leadership responsibilities. Preference will be given to female candidates, as well as to applicants who are familiar with and supportive of the traditions of the Roman Catholic faith. All candidates must have completed a PhD in Psychology by the date of hire. Applicants should send the following materials: 1) a curriculum vita, 2) the names of three persons who have been requested to send confidential letters of reference, 3) a detailed cover letter explaining how you meet our desired qualifications, 4) teathing evaluations (if available). Applications should be mailed by November 15, 1998 to: Dr. John K. Rempel, Chair, Department of Psychology, St. Jerome's University, Waterloo, Ontario, Canada, N2L 3G3. For more information about St. Jerome's University, please see our website at www.usjc.uwaterloo.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Radiology invites applications for a Research Associate. The applicant must be a trained radiologist. Preference will be given to those individuals who have had experience in the analysis of MRI in multiple sclerosis clinical trials. The individual will be responsible for evaluating systematic MRI images from clinical trials in multiple sclerosis for activity and the qualifications should include previous experience in identification and quantitation of MS lesions on systematic serial scans. This position will begin November 15, 1998 or sooner and will be a one year appointment, subject to yearly renewal. Salary will be commensurate with qualifications and experience. Please submit a letter of apolication, a CV, a statement of areas of expertise and strengths and the names of three referees no later than October 15, 1998 to: Dr. David LI, Department of Radiology, UBC Hospital, University of British Columbia, 221 f Wesbrook Mall, Koerner Pavilion, Vancouver B.C. V6T 2B5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

RELIGIOUS STUDIES

UNIVERSITY OF OTTAWA — The Department of Classics and Religious Studies of the University of Ottawa announces the opening of a full-time, tenure-track position for an assistant professor starting 1 July 1999. Fields of specialization: Early Christianity & Women and Religion. PhD relevant to the fields of specialization required. Experience and publication record should be such as to qualify the candidate to supervise graduate research and to be a member of the School of Graduate Studies. The University of Ottawa is a bilingual institution and bilingualism is a condition for appointment. The successful candidate will be expected to teach undergraduate and graduate courses in both French and English. Salary is commensurate with qualifications and experience, and consistent with the University's Collective Agreement. The University of Ottawa is committed to an employment equity program and strongly encourages applications from women. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and landed immigrants. Applications, including a curriculum vitae and three letters of reference, should be sent before November 15, 1998 to: Dr. Peter Beyer, Chair, Department of Classics and Religious Studies, University of Ottawa, 70 Laurier Avenue East, Ottawa, Ontario K1N 6N5

UNIVERSITÉ D'OTTAWA — Le Département des études anciennes et de sciences des religions de l'Université d'Ottawa sollicite des candidatures pour un porte de professeur(e) au rang d'adjoint(e) menant à la permanence, ouvert à partir du 1er juillet 1999. Champs de spécialisation: Christianisme des origines & femmes et religions. Le candidat ou la candidate devra posséder un doctorat pertinent aux champs de spécialisation et un dossier de recherche et de publications qui permette l'admissron à l'École des Études supérieures. L'Université d'Ottawa est une université bilingue et le bilinguisme est une condition d'embauche. Affectations d'enseignement: cours du premier, deuxième et troisième cycles, en français et en anglais. Le traitement et la charge de travail sont en conformité avec la convention collective. L'Université applique une politique d'équité en matière d'emploi et encourage fortement les femmes à présenter leur candidature. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents. Prière d'adresser sa lettre de candidature, son curriculum vitae et trois lettres de recommandation avant le 15 novembre 1998 à: Monsieur Peter Beyer, directeur, Department des études anciennes et de sciences des religions, Université d'Ottawa, 70, avenue Laurier est, Ottawa (Ontario) K1N 6N5

STATISTICS

QUEEN'S UNIVERSITY — Queen's National Scholar Competition, 1998-1999 Applications for faculty appointments in Statistics are invited for the 1998-1999 Queen's National Scholar competition. The main criterion of interest to the selection committee is academic excellence. Preference will be given to scholars in the early to middle stages of their careers. Interested candidates should arrange that a curriculum vitae, a description of teaching and research interests, at least three letters of recommendation, and copies of their three most significant publications arrive at the address below before October 31, 1998. At least one letter should comment on the candidate's teaching. Professor James A. Mingo, Associate Head, Department of Mathematics and Statistics, Queen's University, Kingston, Ontario, Canada, K7L 3N6, Fax: (613) 545-2964, e-mail: position@mast.queensu.ca; http://www.mast.queensu ca. Queen's University is committed to employment equity. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ACCOMMODATIONS

CENTRAL LONDON (U.K.) — Furnished studio apartment available for rent October to December 1998 and May to December 1999 inclusive: Email vburton@morgan.ucs.mun.ca

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Consultation Underway at Simon Fraser Following Coroner's Inquest

PAUL JONES

RUSSEL OGDEN, A SUCCESSFUL M.A. candidate at Simon Fraser University, braved a contempt of court charge in order to protect the confidentiality of his research sources and uphold the broader principles of academic freedom.

Although the contempt charges against Mr. Ogden were dismissed, his case has left unresolved questions about the support he received from Simon Fraser's administrators and the direction of ethics policy at the university.

This story begins in September 1991 when Mr. Ogden registered in the M.A. program at Simon Fraser's school of criminology. His research proposal, concerning euthanasia and assisted suicide in persons who have AIDS or are HIV positive, was vetted and approved by the university's ethics review committee. The thesis itself was successfully defended in February 1994. Shortly thereafter, the resulting media coverage of his work drew the attention of Vancouver's Coroner, who was conducting an inquest into a case of suspected assisted suicide.

CAMPUS PHOTO: COURTESY OF SIMON FRASER UNIVERSITY

Believing that Mr. Ogden had information concerning the death, the Coroner subpoenaed him to testify. Ogden appeared before the Coroner but, relying on academic freedom and the promise of absolute confidentiality he had given to his sources, he claimed academic privilege and refused to divulge the identities of his research participants. Citing Ogden with contempt, the Coroner held a "hearing within a hearing" to determine the legality of this refusal.

At the hearing, Ogden's lawyer argued that his client, in assuring his sources that under no circumstances would their communications be divulged, had met one of the key elements of the legal test for privilege.

Impressed, the Coroner ruled that the relationship between Ogden and his sources was indeed privileged and that their communications did not have to be disclosed. The contempt charge was dismissed and the identities of the informants remained secret.

By any measure this constituted a remarkable legal victory. In extending the notion of privilege beyond a narrow range of traditional categories, the decision protects both researchers and their participants and advances academic freedom. However, the story does not end here.

This crusade for academic freedom was fought and won largely by Russel Ogden and a small band of supporters, with only limited assistance from the university's administrators. In fact, the battle left Ogden responsible for a large legal bill and he subsequently sued Simon Fraser University to recover these costs.

His case was heard before Judge Daniel Steinberg of the Provincial Court of British Columbia.

In his 27-page written decision, issued in June 1998, Judge Steinberg found that the university was under no legal obligation to cover the legal fees in question. However, he emphasized the great social value of the research at issue and noted that the principles of academic freedom and privilege that Ogden had fought to protect were fundamental to the operation of any accredited university.

In his closing remarks he wrote "I cannot leave this case without making some comment on some of the arguments of the defendant." He characterized the vague statements of personal support for Ogden expressed by the university as "hollow and timid" when compared with the opportunity it had to promote academic freedom and academic privilege. According to Judge Steinberg the university "turned its back" on Ogden when faced with the possibility of bad publicity and demonstrated "a surprising lack of courage" with its failure to defend academic freedom.

He concluded by expressing the hope that the university, although it was under no legal obligation to do so, would revisit the issue of covering Ogden's legal bill.

In response to the decision, Bruce Clayman, vice president of research at Simon Fraser University indicated that the university is pleased that Judge Steinberg, in considering the specifics of the case, recognized that the university had no legal obligation to support Ogden more than it did. At the same time, Mr. Clayman stated the university was "very interested" in Judge Steinberg's personal opinion that Simon Fraser University should have done more for Ogden.

Indeed, so interested that Simon Fraser University President Jack Blaney has struck a committee comprising two distinguished faculty members to examine the university's handling of the case. The committee will review both the university's failure to provide formal support to Ogden at the Coroner's inquest and its decision to place a $2,000 limit on financial contributions to his legal bill. The committee is also mandated to review the process by which Ogden's thesis was approved and supervised.

"The review committee will recommend what further action, if any, is needed to ensure that this matter can be put to rest with a sense of fairness and openness," said Gregg Macdonald, executive director in the president's office.

As the lawsuit was proceeding before Judge Steinberg, the story also advanced on another front. Back on campus, the coroner's subpoena of Ogden prompted the university ethics committee to amend its ethics review application form. The new form requires that research participants be informed that a court may seek to compel the researcher to divulge both the source and content of information. There is debate on campus about whether this change will jeopardize some important social sciences research.

This debate has implications far beyond Simon Fraser, and has engaged the attention of CAUT's Academic Freedom and Tenure Committee. Ethics committees have to be sensitive to the need to balance informed consent with the freedom to inquire into important social problems such as child abuse and assisted suicide, says academic freedom and tenure committee chair Professor Pat O'Neill.

"Many social issues would be difficult and perhaps impossible to study if potential research participants believe they will be reported to the police if they truthfully answer researchers' questions," said Professor O'Neill. "The result may be to deprive society of important information about its most vexing problems."

SFU's new ethics review application form requires that a researcher inform participants who may disclose information on illegal activities that: "Any information that is obtained in this study will be kept confidential to the full extent permitted by law ... It is possible as a result of legal action, the researcher may be required to divulge information obtained in the course of this research to a court or other legal body."

In the opinion of John Lowman, professor of criminology at Simon Fraser, and a vocal critic of the administration's handling of the Ogden case, this new requirement is a major setback to academic freedom. "One of the key components of the legal test for privilege is that the communication must originate in the confidence that it will not be disclosed. Russel Ogden succeeded before the Coroner because he had given his participants an unqualified assurance that their confidentiality would be protected in all circumstances," he said.

"The ethics committee, by imposing a requirement to tell the research participant that information may have to be divulged, undermines any claim for privilege that a researcher might make."

Professor Adam Horvath, chair of the university's ethics committee, has a different opinion on the new requirement. He says one of the important lessons of the Ogden case is that researchers may be ordered by a judge to provide confidential information on their research participants. Given that informed consent is central to research involving human participants, the ethics committee believes that this significant piece of information should be disclosed to the research participant.

According to Professor Horvath it is not appropriate to keep the participant in the dark about the possibility of the researcher being called into court, and on that basis hope to establish a claim for privilege. Rather, the preferred approach is to let the research participant make the decision to participate knowing the full legal context, including the fact that a court may seek to compel disclosure of confidential information from the researcher.

Professor O'Neill says there is another issue that needs to be resolved in balancing the rights of participants to information and the rights of researchers to study controversial topics. He noted that many researchers would go to jail rather than reveal their sources. And, they are not alone in adopting this stand. It has been taken, on occasion, by journalists, priests, and others whose professional relationships are built on a foundation of absolute confidentiality.

"It is not easy to formulate an ethics procedure that would incorporate researchers' willingness to go to jail rather than reveal sources," Professor O'Neill said. "If a researcher had a change of heart, could they be ethically liable for deciding, in the end, to obey the court?"

Despite these difficulties, Professor O'Neill says academic freedom, and society's need to have social science data on difficult problems, requires that "a satisfactory balance be struck."

Professor Horvath did concede that the current wording of the new form is not cast in stone. The ethics committee is seeking legal advice on the extent of researcher/participant privilege and is also engaged in ongoing correspondence with Professor Lowman.

Professor Horvath expressed the hope that the debate on the issue would continue to further the entire university community's understanding and appreciation of the complexity of the ethical considerations facing scholars.

The ultimate solution may lie in new legislation, says Professor O'Neill. He noted that in some jurisdictions in the United States researchers can apply for a certificate that relieves them of the legal obligation to disclose their sources for a given project, in essence giving them limited privilege.

In the meantime, Simon Fraser's attempts at fashioning new ethical guidelines will be watched with interest by researchers across the country. ■

This month's academic freedom & tenure feature was supplied by Paul Jones of CAUT.